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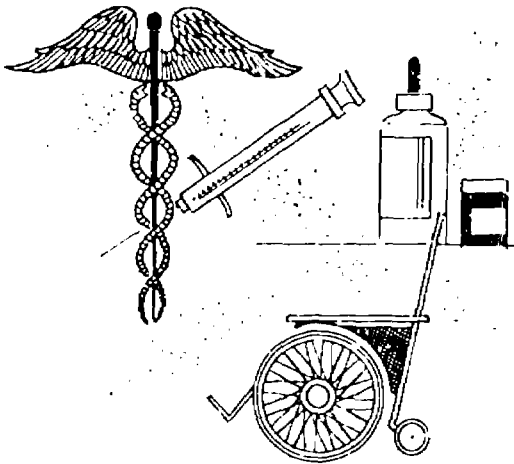
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ABSTRACT

The Fair Labor Standards Act's 1966 amendments extended coverage to all non-Federal hospitals. Using data on employment, hours, wages, and supplementary benefits from one payroll period in March 1969, this report describes the impact of the increased coverage. Although 19 percent of the nonsupervisory employees were earning less than \$1.30 an hour in 1966, by March 1969 virtually all were paid at least \$1.30, and all but 12 percent were receiving at least \$1.60, which is the minimum wage scheduled for 1971. Employment rose nationwide by one-sixth during the period, with the greatest increase, 21 percent, occurring in the South, where the impact of the minimum wage was largest. At the same time the average workweek declined from 37.1 to 35.5 hours, mainly because of the lowering of the maximum hours standards to 40 hours a week. The 1970 increase in the minimum affected less than one-tenth of the work-force, with only a 0.3 percent increase in the average weekly wage bill. (Author/BH)

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Economic Effects Studies



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HOSPITALS

A study of the economic effects of the application of minimum wage and maximum hours standards under the Fair Labor Standards Act

SUBMITTED TO THE CONGRESS—1970

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U.S. DEPARTMENT OF LABOR
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P R E F A C E

Section 4(d) of the Fair Labor Standards Act requires the Secretary of Labor to submit an annual report to the Congress which contains "an evaluation and appraisal...of the minimum wages established by this Act."

This study of non-Federal hospitals is another in a series of studies designed to measure economic changes associated with the extension of minimum wage and overtime protection to additional employees in various industries by the 1960 amendments to the Fair Labor Standards Act.

This study was prepared in the Office of Research and Legislative Analysis, Wage and Hour and Public Contracts Divisions, under the direction of Jack I. Karlin.

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SUMMARY

In March 1969 a nationwide survey of wages and other employment characteristics of the 2.1 million nonsupervisory employees in non-Federal hospitals was conducted in order to measure wage and related effects of extending minimum wage and maximum hours standards to this industry under the 1966 amendments to the Fair Labor Standards Act (FLSA).

Effects of the \$1.30 minimum wage - The initial \$1.00 minimum wage became effective on February 1, 1967, and was raised in two 15-cent step increases to \$1.30 an hour on February 1, 1969. In March 1969 it was evident that the \$1.30 minimum wage was the wage floor in hospitals, but comparison with data from the 1966 study showed no other discernable effects of the Federal wage standards. During the 32 months between surveys, for example, there was a dramatic drop in the proportion of employees paid less than \$1.30 an hour--from 19 percent to less than 1 percent. There were, however, only small changes between \$1.30 and \$2.00 an hour and much larger shifts above that level. The average hourly wage for nonsupervisory hospital employees increased by one third, from \$1.87 to \$2.47. The combined influence of higher State minimum wage laws, collective bargaining activity, employee shortages, and the upward movement of wages and salaries significantly affected the upper segment of the hospital wage structure.

The 1969 wage data also indicate that adjustment to the two remaining 15-cent step increases in the Federal minimum wage (\$1.45--effective February 1, 1970, and \$1.60--effective February 1, 1971) should be accomplished without significant adverse effects. Nationwide, an increase in the hospital wage structure as of March 1969 of 0.3 percent would be required to raise the wages of all employees paid less than \$1.45 an hour to that level. Even in the South, the region of greatest impact, the wage bill impact will be relatively low--0.8 percent.

The Federal minimum wage applicable to hospital employees is not scheduled to reach \$1.60 an hour until February 1, 1971. However, based on the wage distribution of March 1969, to raise the wages of all nonsupervisory employees paid less than \$1.60 an hour to that level would require an increase in the weekly wage bill of the industry of 0.8 percent nationally and 2.3 percent in the South.

Effects of the 40-hour workweek standard - The Fair Labor Standards Amendments of 1966 require premium payments of not less than time

and one-half the regular rate for all hours worked beyond 40 hours a week after February 1, 1969. To facilitate adjustment, the workweek standard was set at 44 hours the first year and 42 hours the second year after February 1, 1967. A special overtime exemption (section 7(j)) was provided for hospital employees who, pursuant to prior agreement before performance of the work, accept a 14-day work period for purposes of overtime compensation, provided they are paid not less than time and one-half the regular rate for all hours in excess of 8 a day and 80 in the 14-day period.

Between July 1966 and March 1969, the average workweek dropped 1.6 hours and the proportion of employees working overtime (more than 40 hours) was reduced 3 percentage points. There was also a drop in the proportion of employees working 35 through 40 hours a week and an increase in the proportion of employees working part-time (less than 35 hours). However, total man-hours worked by nonsupervisory employees increased by 11 percent between 1966 and 1969.

Employment - Between July 1966 and March 1969, nonsupervisory employment in non-Federal hospitals rose 16 percent. Nongovernment hospital staffs increased by a fourth while those in public institutions were unchanged. Regionally, employment increased most in the South, the area that experienced the greatest impact from the Federal minimum wage.

Matched hospitals - Hospitals employing a third of the 1969 nonsupervisory work force were surveyed in 1966 and 1969. An analysis of the wage structures, weekly hours of work, and employment levels in these "matched hospitals" showed little correlation between the magnitude of changes that occurred and the degree to which the hospitals were affected by the new labor standards. For example, employment increased more in hospitals that had to raise the wages of some of their employees to comply with the \$1.00 minimum wage in 1967 than in hospitals that were unaffected by that rate. Average weekly hours were cut back most in the high impact hospitals, and least in the no impact and medium impact hospitals.

Supplementary wage benefits - The furnishing of free meals, lodging, uniforms and laundering was not a widespread practice in March 1969. On the other hand, virtually all full-time employees in non-Federal hospitals were granted at least 6 or 7 paid holidays annually, at least 2 weeks of paid vacation after one year of service, and some form of health, insurance, or pension plan. The payment of premium overtime pay beyond that required by the FLSA occurred in over a fourth of all hospitals.

Utilization of the 14-day work schedule - Information on the 14-day work schedule practice was collected for the first time in the March 1969 survey. Over one-third of the non-Federal hospitals reported that they utilized the 14-day work schedule for some employees. Nine-tenths of the full-time personnel in these hospitals were nonsupervisory employees on a 14-day work schedule. About one-tenth of the full-time nonsupervisory employees on a 14-day schedule worked over 80 hours and a similar proportion worked over 8 hours at least one day during the two-week survey period.

STATUS OF EMPLOYEES OF HOSPITALS UNDER THE
FAIR LABOR STANDARDS ACT

Until the enactment of the 1966 amendments, employees of hospitals were either excluded from coverage or exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act. Employees of publicly owned and operated hospitals had been excluded from coverage under section 3(d) which excluded from the definition of employer "the United States or any State or political subdivision of a State." Prior to the 1961 amendments to the Act, employees of nonpublic hospitals were generally exempt under section 13(a)(2), which was applicable to "any employee employed by any retail or service establishment, more than 50 percentum of which establishment's annual dollar volume of sales of goods or services is made within the State in which the establishment is located..."

The 1961 amendments, which brought within the coverage of the Act employees of any retail or service enterprise with an annual gross volume of sales of \$1 million or more, retained the section 13(a)(2) minimum wage and overtime exemption for any employee employed by a hospital regardless of the annual dollar volume of sales of the enterprise. The exemption applied to employees of "...a hospital, or an institution which is primarily engaged in the care of the sick, the aged, the mentally ill or defective, residing on the premises of such institution, or a school for physically or mentally handicapped or gifted children..."

The 1966 amendments extended the minimum wage and overtime provisions of the Fair Labor Standards Act to employees of hospitals by adding a new section 3(s)(4) and removing the section 13(a)(2) exemption. The new section 3(s)(4) includes:

"...an enterprise which has employees engaged in commerce or in the production of goods for commerce, including employees handling, selling, or otherwise working on goods that have been moved in or produced for commerce by any person, and which--

"...is engaged in the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, the mentally ill or defective who reside on the premises of such institution, a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such hospital, institution, or school is public or private or operated for profit or not for profit)."

The 1966 amendments extended coverage of the Fair Labor Standards Act to most nonsupervisory employees of public and private, profit and non-profit hospitals regardless of establishment size. Employees of State and local governments who are employed in such institutions were brought within the purview of the Act by an additional revision which changed section 3(d) to include as an employer:

"...any person acting directly or indirectly in the interest of an employer in relation to an employee but shall not include the United States or any State or political subdivision of a State (except with respect to employees of a State or a political subdivision thereof, employed (1) in a hospital, institution, or school referred to in the last sentence of subsection (r) of this section..."

The last sentence of section 3(r) states in pertinent part:

"...For purposes of this subsection, the activities performed by any person or persons...in connection with the operation of a hospital, an institution primarily engaged in the care of the sick, the aged, the mentally ill or defective who reside on the premises of such institution, a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such hospital, institution, or school is public or private or operated for profit or not for profit)...shall be deemed to be activities performed for a business purpose."

An exemption from the minimum wage and overtime requirements of the Act applies to certain hospital employees such as resident physicians, registered nurses, and other employees who meet the tests for exemption under section 13(a)(1) as executive, administrative, and professional employees.

The minimum wage for hospital employees newly covered by the 1966 amendments to the Act was set at \$1.00 an hour beginning February 1, 1967. By law the rate increased to \$1.15 an hour on February 1, 1968, and \$1.30 on February 1, 1969, becomes \$1.45 on February 1, 1970, and \$1.60 on February 1, 1971.

Overtime pay is required to be paid to hospital employees at one and one-half times their regular rate of pay for all hours worked in excess of 40 hours in a workweek. A special overtime exemption was provided by the 1966 amendments for employees of hospitals by a new section 7(j) which states that:

"No employer engaged in the operation of a hospital shall be deemed to have violated subsection (a) if, pursuant to an

agreement or understanding arrived at between the employer and employee before performance of the work, a work period of fourteen consecutive days is accepted in lieu of the workweek of seven consecutive days for purposes of overtime computation and if, for his employment in excess of eight hours in any workday and in excess of eighty hours in such fourteen-day period, the employee receives compensation at a rate not less than one and one-half times the regular rate at which he is employed."

The amended act also provides a specific exemption (section 13(b)(18)) from overtime pay, for food service employees employed by retail or service establishments, such as hospitals, who are employed primarily in connection with the preparation or offering of food or beverages for human consumption.

SPECIAL SURVEY

Nature and purpose

In March 1969 a nationwide survey of wages and hours of work of non-supervisory employees in non-Federal hospitals was conducted by the Bureau of Labor Statistics for the Wage and Hour and Public Contracts Divisions as part of the Divisions' continuing evaluation and appraisal of the Fair Labor Standards Amendments of 1966. This survey provides the basis for an evaluation of the effects of the extension of Federal minimum wage and maximum hours coverage to both private and public hospital employees under the Fair Labor Standards Act.

The study, which was designed to yield information on the effects of the application of the \$1.30 an hour Federal minimum wage and the 40-hour maximum workweek standards (effective February 1, 1969) to all non-Federal hospitals, provides the most current data available on public and private hospital employment, wages, hours of work, perquisites, and supplementary pay provisions. The study also provides information on the implications of the \$1.45 an hour minimum wage which becomes effective on February 1, 1970. The survey included both short-term ^{1/} and long-term proprietary, nonprofit, and State and local government hospitals, but excluded Federal government hospitals. Separate tabulations were prepared for the United States, four broad regions, metropolitan and nonmetropolitan areas, and a limited number of standard metropolitan statistical areas. Distributions of nonsupervisory workers by hourly earnings and weekly hours of work were prepared by type of ownership, short- and long-term hospitals, men and women, and seven selected occupational groups (kitchen helpers, laundry workers, maids and porters, nursing aids, office clerical employees, practical nurses, and general duty registered nurses). Data were collected on the prevalence of the 14-day work schedule.

Separate tabulations were developed to provide data on hourly earnings of nonsupervisory employees in selected metropolitan areas and occupational groups, based on the previous survey of non-Federal hospitals in July 1966. These data, together with previously published 1966 data, were used to compare effects of the Federal minimum wage and maximum hours standards since the inception of these standards on February 1, 1967. Data were also tabulated separately for hospitals which were surveyed in 1966 and 1969--the matched grouping.

A technical note and a complete set of reference tables are contained in the Appendix to this report.

^{1/} Short-term hospitals are those in which the average patient stay is less than 30 days.

Distributions of hospitals and employees by selected characteristics

In March 1969 there were 2.4 million employees working in the Nation's 7,574 non-Federal hospitals. About 2.1 million or 86 percent of the employees were nonsupervisory employees generally brought under the protection of the minimum wage and maximum hours provisions of the Fair Labor Standards Act by the 1966 amendments.

The regional distribution of total hospital employment in March 1969 was similar to the distribution of the population, although hospital employees were found in slightly greater concentrations in the Northeast and North Central regions. One-third of the hospitals were in the South and three-tenths in the North Central region.

<u>Region</u>	<u>Percent distribution</u>		
	<u>Population, 1968</u>	<u>Hospitals</u>	<u>All employees</u>
United States	<u>100</u>	<u>100</u>	<u>100</u>
Northeast	24	18	30
South	32	34	26
North Central	28	30	30
West	16	18	14

About 7 out of 10 nonsupervisory employees and 9 out of 20 hospitals were located in metropolitan areas. Women employees were predominant in the hospital work force; they held more than 4 out of 5 of all nonsupervisory jobs.

Seventy percent of the employees in non-Federal hospitals were in private hospitals and all but 7 percent of these workers were in nonprofit (voluntary) institutions. Hospitals operated by State and local governments accounted for nearly 3 out of 10 non-Federal hospitals and employed a similar proportion of the work force.

Eighty-six percent of the nonsupervisory work force was in short-term hospitals. It should be noted that three-fourths of all short-term hospitals were privately operated while long-term hospitals were more often State or local government operated. Public hospitals, for example, employed only three-tenths of the total nonsupervisory hospital work force, but they accounted for 83 percent of the employment in long-term hospitals.

The 2.1 million nonsupervisory employees in the Nation's non-Federal hospitals in March 1969 represented a gain of 16 percent over the previous survey period of July 1966. During the 32-month period, hospital

employment gains in metropolitan and nonmetropolitan areas were proportionately the same as the overall gain. Hospitals in the South added to their nonsupervisory staff proportionately more than hospitals in the other regions.

Item	Number of nonsupervisory employees (thousands)		Change	
	1966	1969	Number (thousands)	Percent
United States	1,781	2,069	288	16
Nongovernment hospitals	1,162	1,450	288	25
State and local government hospitals	620	619	-1	*
Metropolitan areas	1,275	1,480	205	16
Nonmetropolitan areas	506	588	82	16
Northeast	529	603	74	14
South	445	540	95	21
North Central	560	634	74	13
West	247	291	44	18

*Less than 0.5 percent.

While nongovernment hospital employment increased substantially--25 percent--there was practically no change in the nonsupervisory employment in hospitals operated by State and local governments.

Effects of the \$1.30 minimum wage

One month after the effective date of the \$1.30 Federal minimum wage, virtually all hospital employees were paid at least that amount. However, very little evidence of other wage effects related to the Federal minimum could be determined. There was, for example, no general clustering of employees in the 5-cent interval above the \$1.30 level. In fact, less than 3 percent of the Nation's 2.1 million nonsupervisory hospital employees, or only about 58,000 persons, were paid between \$1.30 and \$1.35 an hour in March 1969.

Effects of the \$1.30 minimum were more evident in the South and in hospitals located in nonmetropolitan areas. Hospitals in the South and in nonmetropolitan areas had much larger proportions of employees paid

less than \$1.35 an hour and more than twice as many employees who were paid only the legal minimum as their share of overall hospital employment.

Item	Percent of employees paid less than \$1.35 an hour	Percent distribution of-	
		All employees	Employees paid less than \$1.35 an hour
United States	3	100	100
Nongovernment hospitals	3	70	62
State and local govern- ment hospitals	4	30	38
Short-term	3	86	91
Long-term	2	14	9
Metropolitan areas	2	72	36
Nonmetropolitan areas	7	28	64
Northeast	*	29	3
South	8	26	68
North Central	2	31	22
West	2	14	7

*Less than 0.5 percent.

Earnings data were collected separately for seven selected occupational groups which collectively accounted for 73 percent of total nonsupervisory employment. Four of the selected occupational groups had significant proportions of low-paid employees. Ten percent of all kitchen helpers were minimum wage employees.

Occupational group	Percent of employees paid less than \$1.35 an hour
All nonsupervisory employees	3
Kitchen helpers	10
Laundry workers	5
Maids and porters	8
Nursing aids	5
Office clerical	1
Practical nurses	*
General duty registered nurses	*

*Less than 0.5 percent.

Special tabulations of the March 1969 wage structures in hospitals in which at least one employee was paid less than \$1.30 an hour in October 1968 and hospitals in which no employees were paid less than \$1.30 in October 1968, showed that wages were much higher in the latter. Nationwide, three-fifths of the non-Federal hospitals, which employed over three-fourths of the nonsupervisory work force in March 1969, paid all of their employees at least \$1.30 an hour in October 1968. The average hourly wage in these non-Federal hospitals not directly affected by the \$1.30 minimum was \$2.59 in March 1969, 52 cents higher than in hospitals where raises were required for at least one employee to comply with the \$1.30 an hour minimum which became effective four months later, on February 1, 1969.

As indicated in the following tabulation, the affected hospitals had fewer employees, a high proportion of employees paid within 5 cents of the legal minimum, and will be more strongly affected by the \$1.45 minimum wage which becomes effective February 1, 1970.

Average hourly earnings	Percent distribution of nonsupervisory employees, March 1969	
	Hospitals in which at least one employee was paid less than \$1.30 an hour in October 1968	Hospitals in which no employees were paid less than \$1.30 an hour in October 1968
Total	100	100
Under \$1.35	12	1
\$1.35 to \$1.45	11	1
\$1.45 to \$1.60	12	4
\$1.60 to \$2.00	24	22
\$2.00 and over	41	72
Number of hospitals	3,104	4,470
Number of employees (thousands)	457	1,612
Average hourly earnings	\$2.07	\$2.59

The average hourly cash wages of all nonsupervisory employees in March 1969 were \$2.47, an increase of 60 cents over the amount reported in the previous special study of the industry ^{1/} relating to a July 1966

1/ Wage and Hour and Public Contracts Divisions, Minimum Wage and Maximum Hours Standards under the Fair Labor Standards Act, the 1966 Amendments, January 1967.

payroll period, seven months before the effective date of the initial \$1.00 an hour minimum wage standard under the 1966 amendments to the FLSA. Table 1 presents the percent distribution and Chart I provides a graphic comparison of the overall wage structures in 1966 and 1969. There were major shifts in employee representation at the upper and lower ends of the wage ladder and relatively small changes in the \$1.60 to \$2.50 per hour range. The large shifts above \$2.50 an hour can be attributed, for the most part, to the significant wage gains made by registered professional nurses which were triggered by a series of work stoppages in 1966 and 1967.

In July 1966, 2 out of 5 southern hospital employees were paid less than \$1.30 an hour. By March 1969, virtually all workers had been raised to at least that rate, but there were only relatively minor changes in the proportion of employees paid between \$1.30 and \$1.60 an hour (Chart II). On the other hand, a much larger segment of the southern work force was paid \$1.60 or more in 1969 than nearly three years earlier.

The only wage structure change which can be clearly linked to extension of coverage under the FLSA, therefore, appears to be the establishment of the \$1.30 wage floor.

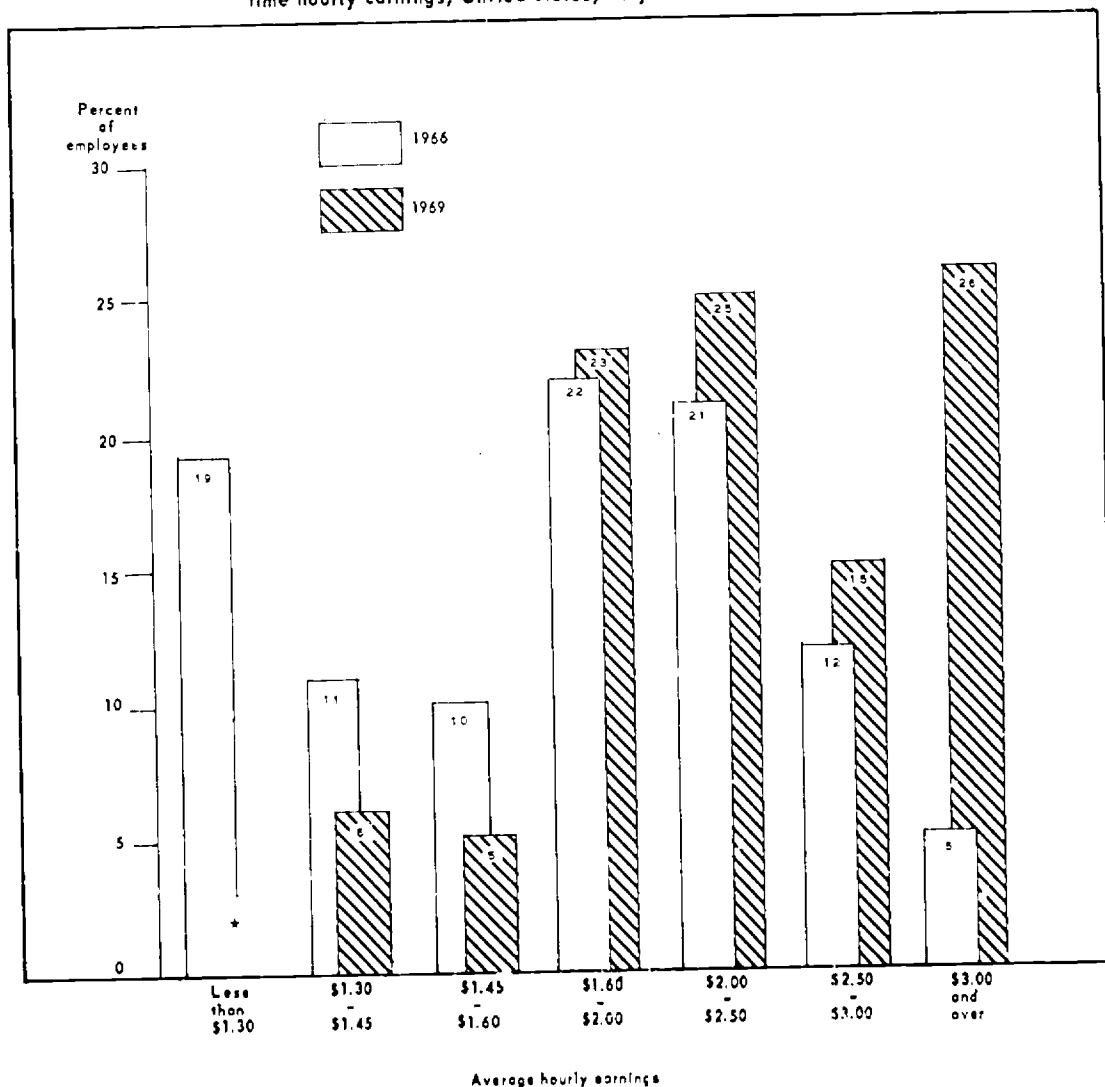
Wage data for 23 selected metropolitan areas were collected including areas in States with minimum wage laws or orders that set rates higher than the \$1.30 per hour Federal minimum. Except for the establishment of higher wage floors, the effects of State wage standards were difficult to trace. However, the combined effect of these higher State minima and the general upward movement in wages were responsible, in large part, for the small proportions of employees at or near the \$1.30 an hour level in March 1969.

In New York, Massachusetts, and the District of Columbia, the applicable State minimum at the time of the special survey was \$1.60 an hour. While there were virtually no hospital employees in Buffalo, New York City, Boston, or Washington, D.C., paid below that rate, neither was there any evidence of employee concentration at the State minimum wage level. In the West, State legislated wage floors were \$1.60 in Washington and \$1.65 in California, but relatively few employees were paid those rates in Seattle and Los Angeles. In San Francisco only 1 employee in 100 was paid below \$2.00 per hour in March 1969.

Effects of the 40-hour workweek standard

In March 1969 the length of the average workweek for all nonsupervisory hospital employees was 35.5 hours. More than half of the hospital work force worked 40 hours a week and an additional eighth worked at least 35 but less than 40 hours during the survey week, one month after the 40-hour workweek standard became effective on February 1, 1969. About a fourth of the employees were part-time workers (less than 35 hours per

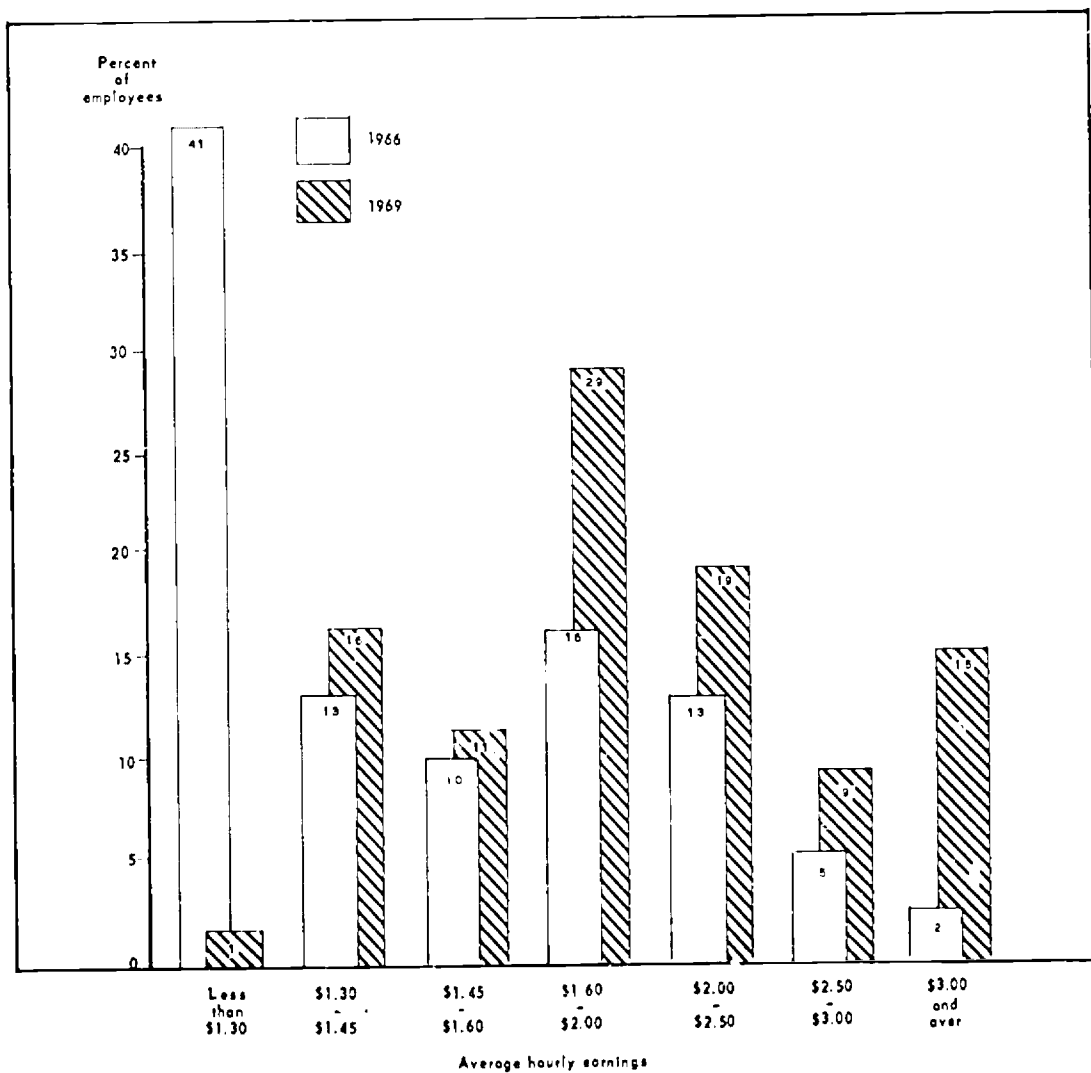
CHART 1. Percent distribution of nonsupervisory employees in non-Federal hospitals by average straight-time hourly earnings, United States, July 1966 and March 1969



*Less than 0.5 percent

Source: Surveys conducted by BLS for WHPC.

CHART II. Percent distribution of nonsupervisory employees in non-Federal hospitals by average straight-time hourly earnings, South, July 1966 and March 1969



Source: Surveys conducted by BLS for WHPC.

week) and one employee in 10 worked overtime (more than 40 hours) during the survey week. Most of the overtime workers, however, worked 4 hours or less beyond 40 per week.

Part-time employees were much more common in nongovernment hospitals than in public hospitals as were employees who worked more than 40 hours a week. Over three-fourths of the employees of State and local government hospitals worked between 35 and 40 hours during the survey week.

The average workweek for employees in long-term hospitals was 3.4 hours longer than for employees in short-term hospitals, 38.4 and 35.0 hours, respectively, despite the fact that a much larger proportion of employees in short-term hospitals worked overtime than in long-term hospitals.

Approximately equal proportions of men and women employees worked 35 to 40 hours during the survey week, but as shown below, women employees more frequently worked part-time and men were more inclined to work overtime.

Region	Totals: men and women	Percent of employees by weekly hours worked					
		Less than 35 hours		35-40 hours		More than 40 hours	
		Men	Women	Men	Women	Men	Women
United States	100	19	24	69	67	12	9
Northeast	100	17	26	72	67	11	7
South	100	18	17	68	71	14	12
North Central	100	22	30	63	60	15	10
West	100	19	22	72	70	9	8

A comparison of weekly hours for employees in the seven selected occupational groups showed that laundry workers were more likely to work 35 to 40 hours per week than any other group while about a tenth of the employees in all of the selected occupational groups worked more than

40 hours. A relatively high proportion (two-fifths) of the general duty registered nurses work short weeks.

<u>Occupational group</u>	<u>Total</u>	<u>Percent of employees by weekly hours worked</u>		
		<u>Less than 35 hours</u>	<u>35-40 hours</u>	<u>More than 40 hours</u>
Kitchen helpers	100	30	59	11
Laundry workers	100	12	77	11
Maids and porters	100	17	74	9
Nursing aids	100	24	68	8
Office clerical	100	19	72	9
Practical nurses	100	22	67	11
General duty registered nurses	100	42	48	10

Employees who worked less than 35 hours per week comprised 23 percent of the work force and accounted for 13 percent of the aggregate man-hours during the survey week. In each region except the North Central, employees who worked 35 to 40 hours accounted for at least three-fourths of total hours worked in the survey week.

<u>Region</u>	<u>Totals: work force and man-hours</u>	<u>Percent of work force and total hospital man-hours accounted for by employees working selected weekly hours</u>					
		<u>Less than 35 hours</u>		<u>35-40 hours</u>		<u>More than 40 hours</u>	
		<u>Work force</u>	<u>Man-hours</u>	<u>Work force</u>	<u>Man-hours</u>	<u>Work force</u>	<u>Man-hours</u>
United States	100	23	13	67	74	10	13
Northeast	100	24	14	68	76	8	10
South	100	17	10	71	75	12	15
North Central	100	29	17	60	69	11	14
West	100	21	12	71	78	8	10

Data relating to aggregate man-hours make possible an estimate of the number of man-hours over 40 per week worked by employees who worked overtime during the survey week. The total number of hours, for which employees

must be compensated at not less than one and one-half times their regular rate represented less than 2 percent of all hours worked in the survey week.

<u>Region</u>	<u>Total man-hours worked by all employees (thousands)</u>	<u>Man-hours over 40 per week as percent of total man-hours</u>
United States	73,397	1.2
Northeast	21,103	1.2
South	20,088	1.7
North Central	21,775	1.2
West	10,431	.8

The average workweek for nonsupervisory employees in non-Federal hospitals dropped by 1.6 hours between July 1966 and March 1969--a period during which maximum hours standards under the FLSA first became applicable to hospital workers (Table 2). The initial overtime standard of 44 hours per week, as provided in the 1966 amendments, became effective February 1, 1967, dropped to 42 hours a year later, and to 40 hours on February 1, 1969. The 1966 amendments also contained a special provision (section 7(j)) whereby employees of hospitals--if there is a prior agreement between the employer and employee--may be compensated for their overtime on the basis of a 14-day work period, provided the employees are paid not less than time and one-half for any work in excess of 8 hours in any workday and 80 hours in the 14-day period.

For the United States as a whole, there were reductions in the proportions of employees working 35 to 40 hours a week and those on long workweeks of more than 40 hours. On the other hand, there was an increase in the proportion of employees working short workweeks of less than 35 hours.

<u>Item</u>	<u>Percentage-point change in proportion of employees working selected weekly hours, July 1966-March 1969</u>		
	<u>Less than 35 hours</u>	<u>35-40 hours</u>	<u>More than 40 hours</u>
United States	5	-2	-3
Northeast	4	-1	-3
South	6	-3	-3
North Central	6	*	-6
West	6	-9	3
Nongovernment hospitals	4	1	-5
State and local government hospitals	5	-4	*

*Less than 0.5 percent.

A smaller proportion of employees averaged 40 hours a week in March 1969 than in July 1966 (54 and 59 percent, respectively) when there was no Federal overtime standard applicable to this industry. This pattern was repeated in each region as well as in private and public hospitals separately. Nevertheless, employment gains between 1966 and 1969 more than compensated for general workweek reductions and the total number of man-hours worked by hospital employees increased significantly between 1966 and 1969.

Utilization of the 14-day work schedule

Over one-third of the non-Federal hospitals reported that they used the 14-day work schedule for some employees and most of them were able to provide information by occupational grouping of the number of employees on such schedules and their hours of work. In the 2,200 hospitals that provided this information, nine-tenths of the full-time employees were full time nonsupervisory employees on a 14-day work schedule. About one-tenth of the full-time nonsupervisory employees worked over 80 hours in the two-week period and a similar proportion worked over 8 hours at least one day.

A larger proportion of registered nurses and professional and technical employees worked more than 80 hours in the 14-day work period or 8 hours on any one day than employees in the other two broad occupational groups (office clerical and other nonprofessional employees). The practice was more prevalent in nongovernment hospitals than in State and local government hospitals and in southern hospitals than in those in the other three regions surveyed in March 1969.

Weekly hours of work and hourly earnings

In order to provide an additional perspective on the employment characteristics of non-Federal hospitals, the weekly hours of individual employees were cross tabulated according to their hourly earnings. Analysis of these data can reveal, for example, whether or not lower-paid employees tend to work long workweeks--presumably to improve their total earnings--or, that they are predominantly part-time workers, with higher rates being paid to the full-time staff.

The following table shows that average weekly hours increased as wages increased up to the \$2.50 per hour level. This relationship is due largely to the greater proportions of employees at the high end of the

wage structure working between 35 and 40 hours a week. The proportion of employees working beyond 40 hours per week was almost the same at all wage levels.

<u>Hourly earnings</u>	<u>Average weekly hours</u>	<u>Percent of employees by weekly hours worked</u>			
		<u>Total</u>	<u>Less than 35 hours</u>	<u>35-40 hours</u>	<u>More than 40 hours</u>
\$1.30 - \$1.45	33.9	100	32	57	11
\$1.45 - \$1.60	35.0	100	27	63	10
\$1.60 - \$2.00	35.4	100	24	66	10
\$2.00 - \$2.50	36.4	100	19	71	10
\$2.50 and over	35.3	100	23	67	10

A similar tabulation of weekly hours of work by hourly earnings for the South, disclosed that there were relatively fewer part-time employees in southern hospitals, but, like the nationwide data, the average workweek increased as the proportion of employees at the higher wage levels in the 35-40 hour interval increased (Appendix Table 25).

Implications of the \$1.45 minimum wage

Employees paid less than \$1.45 an hour

Ten and one-half months before the increase in the Federal minimum wage to \$1.45 an hour, effective February 1, 1970, 7 percent of the 2.1 million nonsupervisory employees in non-Federal hospitals were paid less than that rate. Nongovernment hospitals had proportionately fewer employees who will be affected by the new minimum than did State and local government hospitals, 6 percent and 8 percent, respectively.

Regionally, the South had the highest proportion of the low-paid employees, with one out of every six employees paid below the \$1.45 an hour level. Nearly two-thirds of the 137,000 employees paid less than the new minimum were found in the South.

<u>Region</u>	<u>Percent of employees paid less than \$1.45 an hour</u>	<u>Percent distribution of employees paid less than \$1.45 an hour</u>
United States	7	100
Northeast	1	4
South	17	65
North Central	5	25
West	3	6

Hospitals located in nonmetropolitan areas had a much higher proportion of employees paid under \$1.45 than hospitals in metropolitan areas, 15 percent compared to 3 percent. A greater proportion of employees in short-term hospitals (7 percent) than in long-term hospitals (4 percent) were paid less than \$1.45 an hour. Seven percent of the women compared to 5 percent of the men were paid wages below that level in March 1969. Substantial proportions of employees in 4 of the 5 selected occupational groups were being paid less than \$1.45 an hour in March 1969, ranging from almost a fifth of the kitchen helpers to a ninth of the laundry workers.

Analysis of the wage data for the twenty-three selected metropolitan areas shows that hospitals in all of the selected areas in the South, except Baltimore and Washington, D.C., had at least three percent of their work force paid less than \$1.45 an hour. Atlanta, Georgia, had the highest proportion of hospital employees whose wages will have to be raised on February 1, 1970 (6 percent). None of the selected areas in the other three regions had more than 2 percent of their hospital employees paid less than \$1.45 an hour in March 1969, except Scranton, Pennsylvania, which had proportionately as many hospital workers paid less than \$1.45 an hour in March 1969 as did Atlanta, Georgia. In contrast, wages below \$1.45 an hour were paid to only 0.7 percent of the hospital employees in Philadelphia. The absence of significant proportions of employees paid below \$1.45 in many of the other areas surveyed can probably be attributed to State minimum wage rates, which in several cases are higher than the Federal rate, collective bargaining agreements, employee shortages and the general upward trend in all wages and salaries.

Employees paid less than \$1.45 an hour are not proportionately distributed among all non-Federal hospitals. In March 1969, 38 percent of all hospitals, which employed 57 percent of the non-Federal hospital work force, had no employees paid less than the rate scheduled to become the legal minimum on February 1, 1970. Another 12 percent paid less than 5 percent of their employees below \$1.45 an hour. In contrast, over seven-tenths of the employees who will be due raises on February 1, 1970, if no changes occur in their March 1969 pay scale, were concentrated in one-third of the hospitals in which at least a fourth of the nonsupervisory staff were paid less than \$1.45 an hour. These hospitals, however,

accounted for only 12 percent of total hospital nonsupervisory employment in March 1969.

Percent of employees paid less than \$1.45 an hour	Percent distribution of -		
	Hospitals	Nonsupervisory employees	Employees paid less than \$1.45 an hour
All hospitals	100	100	100
None	38	57	-
Under 5	12	19	5
5 and under 10	5	6	6
10 and under 25	13	7	18
25 and under 50	21	9	45
50 or more	12	3	26

A comparison of the wage structures in nongovernment hospitals with those in public institutions showed very similar concentrations of the affected employees. In the South, four-fifths of the employees paid less than \$1.45 an hour worked in the two-thirds of the hospitals that employed less than one-third of the nonsupervisory work force in March 1969.

Wage impact

The cost of raising the wages of all employees in non-Federal hospitals who were paid less than \$1.45 an hour in March 1969 to that rate, was estimated at only 0.3 percent of the weekly wage bill--0.2 percent in nongovernment hospitals and 0.3 percent in State and local government hospitals. Even in the South, where a sixth of the work force was paid less than \$1.45 an hour, the average wage bill increase was only 0.8 percent. In the other three regions the impact was 0.2 percent or less.

As previously indicated, the wage structures in 38 percent of all non-Federal hospitals will be unaffected and in another 28 percent the wage adjustment required by the \$1.45 rate amounts to less than one percent of their weekly wage bills as of March 1969. Together these hospitals accounted for 89 percent of the hospital employment. Only 5 percent of the hospital work force was employed in hospitals where the wage impact is expected to be 2 percent or more, but almost two-fifths of the affected employees were employed in these institutions. In the region of greatest wage impact, the South, the wage structures in over two-fifths of the hospitals will have to be increased by 2 percent or more to comply with the new minimum. These hospitals employed 48 percent of the workers

that will be due increases, but accounted for only one-sixth of the southern hospital work force.

Percent increase in hospital weekly wage bill	Percent distribution of -					
	Hospitals		All employees		Employees paid less than \$1.45 an hour	
	United		United		United	
	States	South	States	South	States	South
Total	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
None	38	13	57	29	-	-
Under 1	28	20	31	39	29	20
1 and under 2	15	24	7	16	32	32
2 and under 5	18	39	4	14	31	39
5 or more	2	4	1	2	8	9

The previous study of wages and hours of work in non-Federal hospitals related to a July 1966 payroll period, seven months before the effective date of the \$1.00 Federal minimum wage. At that time the estimated wage bill increase required by the \$1.00 rate was also very small--0.4 percent--and only 4 percent of all nonsupervisory employees were paid less than that rate. A comparison of the 1966 and 1969 data indicates that although the proportion of employees that will be due wage increases in February 1970 is greater than the proportion that was due increases three years earlier, the wage bill increase required by the \$1.45 rate will be lower than was required by the \$1.00 rate.

The Federal minimum wage applicable to hospital employees is not scheduled to reach \$1.60 an hour until February 1, 1971. Nevertheless, on the basis of the March 1969 wage structure, to raise the wages of all employees paid less than \$1.60 an hour in cash wages to that level would

have required a relatively small 0.8 percent increase in the wage bill of the industry as a whole. ^{1/}

Item	Employees paid less than -					
	\$1.60 an hour, March 1969		\$1.45 an hour, March 1969		\$1.00 an hour, July 1966	
	United States	South	United States	South	United States	South
Percent of employees paid less than specified hourly rate	12	27	7	17	4	14
Estimated percent increase in wage bill	0.8	2.3	0.3	0.8	0.4	1.8

Hiring experience in filling vacancies in low-paying jobs

Data were collected on the hiring experience of hospitals in filling vacancies in low-paying jobs during the last half of 1968--jobs where cash wages were \$1.50 an hour or less in March 1969.

Almost two-thirds of the hospitals surveyed had hiring rates of \$1.50 or less but only a fourth of these, employing less than one-sixth of the nonsupervisory work force, experienced some difficulty in filling vacancies in low-paying jobs in the last half of 1968. In the South, the minimum hiring rate in 91 percent of the hospitals was \$1.50 an hour or less, but again only one-fourth of these hospitals experienced difficulty in filling vacancies in low-paying jobs in the last half of 1968 (Appendix Table 51).

Matched hospitals

In order to provide additional insight into changes in hospital wage structures and weekly hours of work, data from the March 1969 survey were compared with data relating to the July 1966 survey for those hospitals which were in operation and surveyed in both periods--the "matched hospitals grouping." The matched grouping comprised 14 percent of all non-Federal hospitals and accounted for a third of the March 1969 nonsupervisory work force.

^{1/} It should be noted that wage impact estimates tend to be overstated to the extent that no allowance has been made for the reasonable cost of perquisites furnished or changes in the wage structure which may occur between the survey date and the effective date of the new wage standards. In addition, the estimated wage bill impact of the \$1.60 minimum is a cumulative estimate which included the cost of bringing the wages of low-paid employees up to the \$1.45 minimum on February 1, 1970.

The hospitals were arrayed according to the estimated percent increase in the weekly wage bill that was required to raise the wages of all employees paid less than \$1.00 an hour in July 1966 to that level, and then divided into four groupings: no impact, low, medium, and high wage impact groups. The one-third of the hospitals with a wage impact were divided in such a manner that nearly equal numbers of hospitals fell in each of the three impact groups. As shown below, there was a wide range of wage impact within each group.

<u>Wage impact group</u>	<u>Range of wage bill increase required by the \$1.00 minimum wage</u>
Low wage impact	Under 0.8 percent
Medium wage impact	0.8 and under 5.3 percent
High wage impact	5.3 percent or more

Employees paid less than \$1.00 an hour in 1966 comprised 2 percent of the work force in low impact hospitals compared to 22 and 45 percent in medium and high impact hospitals, respectively. Comparison with the 1969 wage data shows that in the matched hospitals somewhat similar proportions of employees will be affected by the \$1.45 rate as were affected by the \$1.00 minimum wage, but the average degree of wage impact will be lower in every region in February 1970 (1969 data) than it was in February 1967 (1966 data) (Appendix Table 47). However, even in hospitals in the high wage impact grouping in 1966, more than half of the employees were paid at least \$1.60 an hour in March 1969, 2 years before that Federal minimum becomes effective.

<u>Wage impact group in 1966</u>	<u>Percent of employees paid specified rate</u>		
	<u>Less than \$1.00 an hour, July 1966</u>	<u>Less than \$1.45 an hour, March 1969</u>	<u>\$1.60 an hour or more, March 1969</u>
Low wage impact	2	5	89
Medium wage impact	22	23	67
High wage impact	45	34	53

A comparison of earnings, weekly hours of work, aggregate man-hours, and employment for each impact group shows rather large changes between 1966 and 1969, but small differences between impact groups. Average hourly earnings, for example, increased by 64 cent in hospitals which had no wage impact and by 69 cents in the medium and high impact groups. Employment and aggregate man-hours actually increased proportionately more in

all three wage impact groups than in hospitals which experienced no wage impact.

Wage impact group	Changes in selected items, July 1966-March 1969				
	Average hourly earnings		Average weekly hours	Percent change in aggregate weekly hours	Percent change in nonsupervisory employment
	Cents per hour	Percent			
No wage impact	\$0.64	31	-1.2	16	20
Low wage impact	.56	32	-1.4	19	24
Medium wage impact	.69	47	-1.2	23	27
High wage impact	.69	54	-1.6	19	24

Analysis of the matched hospital data appears to disclose little correlation between changes in earnings, weekly hours, and employment and the degree to which the hospitals were affected by the application of labor standards under the 1966 Fair Labor Standards Amendments.

Perquisites

Earnings data in this survey relate to cash wages only. However, information on the extent to which meals, lodging, uniforms, and laundering were provided for hospital employees in six occupational groups was also collected for the survey period. Under section 3(m) of the Fair Labor Standards Act the reasonable cost or fair value of meals, lodging, or other facilities customarily provided for the benefit of the employee are considered wages, except to the extent that such costs are excluded therefrom by the terms of a bona fide collective bargaining agreement. The cost of furnishing and maintaining uniforms for hospital employees may not be deducted from wages according to the regulations currently in effect.

In March 1969, free meals were furnished to almost a fifth of all kitchen helpers but to only 4 percent of the laundry workers and 6 percent of the general duty nurses, practical nurses, nursing aids, and maids and porters. Lodging was provided to relatively few hospital workers.

Formal arrangements for providing free uniforms and/or laundering them were more widespread, but for the United States as a whole, a majority of the employees in each of the groups selected were in hospitals which furnished neither uniforms nor laundering.

General duty and practical nurses were less likely to receive some of these non-cash benefits than employees in the other occupational groups. The data also showed that the furnishing of perquisites was more prevalent

in State and local government hospitals than in nongovernment hospitals and that hospitals in the Northeast provided perquisites to a greater extent than hospitals in other regions (Appendix Table 41).

Supplementary pay provisions

The special survey also collected data on the practice of providing selected fringe benefits in addition to cash wages for all full-time employees in four occupational groups (registered professional nurses, other professional and technical employees, office clerical employees, and other nonprofessional employees). The data were treated statistically on the basis that if formal provisions in a hospital were applicable to one-half or more of the workers in any occupational grouping, the practice or benefit was considered applicable to all workers in that category. Similarly, if fewer than one-half of the workers in a grouping were covered, the practice or benefit was considered nonexistent for that group in that hospital.

Overtime premium pay

Twenty-seven percent of all non-Federal hospitals that employed 29 percent of the full-time work force paid premium rates for daily or weekly overtime which exceeded the standards required under section 7(a)(1) or section 7(j) of the FLSA. 1/ A much higher proportion of hospitals in the West than in the other regions paid premium overtime pay that was higher than the minimum required by the statute.

<u>Region</u>	<u>Percent of hospitals and full-time employees with overtime provisions exceeding the minimum requirements of the Fair Labor Standards Act</u>	
	<u>Hospitals</u>	<u>Employees</u>
United States	27	29
Northeast	31	36
South	13	12
North Central	23	24
West	57	58

1/ Section 7(a)(1) requires the payment of not less than time and one-half the regular rate for all hours over 40 per week; section 7(j) requires the payment of not less than time and one-half the regular rate after 8 hours a day or 80 hours per 14-day work period for employees who by mutual agreement with their employer before performance of the work are regularly employed on a 14-day work period.

The most common overtime provision which exceeded the minimum legal requirements was payment of time and one-half the regular rate after 40 hours a week and 8 hours a day; at least a fifth of the full-time employees in each of the four occupational groups studied received premium pay based on this standard (Appendix Table 34).

Paid holidays

Virtually all full-time hospital workers worked in hospitals with formal provisions for paid holidays. Six or seven paid holidays per year was the most common arrangement.

The distribution of full-time employees by number of days off with pay was nearly uniform among the four occupational groups separately tabulated. Regionally, southern hospitals were the least liberal in the granting of paid holidays while hospitals in the Northeast were the most liberal. Public hospitals were far more generous in this respect than private hospitals in all four regions (Appendix Table 35).

Paid vacations

Paid vacations for full-time hospital employees was practically a universal policy in all hospitals in March 1969. All but 1 percent of the employees were granted vacations on a length-of-time basis. At least two weeks of vacation after one year of service was the usual pattern for each of the four occupational groups. After five years of service the majority of hospital employees received at least three weeks vacation. Hospitals in the Northeast tended to have more generous vacation policies than hospitals in the rest of the country (Appendix Table 36).

Health, insurance, and pension plans

Almost all full-time employees in non-Federal hospitals were covered by some form of health insurance, or pension plan which was paid for, at least in part, by their employers. The most commonly provided plans were sickness and accident insurance, retirement plans, and workmen's compensation (Appendix Table 37).

Unionization

As a part of the March 1969 survey, data were also collected on the extent of labor-management contracts for all employees in the same four broad occupational groups--registered nurses, professional and technical employees (except registered nurses), office clerical employees, and other nonprofessional employees. Tabulations were developed regionally, by degree of coverage, any by type of hospital ownership for full-time employees in each of the four occupational groups.

A relatively small proportion of employees were working in hospitals with collective bargaining agreements. In three of the four occupational groups surveyed (registered nurses, professional and technical employees, and office clerical employees), 9 out of 10 employees were employed in hospitals where there was no collective bargaining agreement. However, about a fifth of the nonprofessional employees, other than office clerical, were working in hospitals with union agreements.

Labor-management agreements were virtually nonexistent in private hospitals. In the public sector, however, about a sixth of the professional and technical employees and a fourth of the other employees were working in hospitals with collective bargaining agreements. The degree of unionization among employees in State and local government hospitals was highest in the Northeast and lowest in the South.

Table 1. Percent distribution of nonsupervisory employees in non-Federal hospitals, by average straight-time hourly earnings, United States and regions, July 1966 and March 1969

Type of hospital or region	: Percent of nonsupervisory employees paid average hourly earnings of -									
	:		:		:		:		:	
	Under \$1.30		\$1.30-\$1.45		\$1.45-\$1.60		\$1.60-\$2.00		\$2.00 and over	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Non-Federal hospitals	18.7	0.4	11.2	6.2	10.2	3.4	21.9	22.6	38.0	65.4
Nongovernment hospitals	19.0	0.2	12.9	5.8	11.5	5.2	22.5	24.2	34.1	64.6
State and local government hospitals	18.2	0.7	7.9	7.5	7.8	5.8	20.9	18.6	45.2	67.4
Short term hospitals	21.2	0.3	12.0	6.8	10.5	5.8	21.1	23.1	35.2	64.0
Long term hospitals	8.1	1.0	7.4	2.7	9.2	2.9	25.2	19.4	50.1	74.0
Metropolitan areas	12.8	0.3	10.9	3.0	10.6	3.5	23.5	21.3	42.2	71.9
Nonmetropolitan areas	33.6	0.5	11.9	14.5	9.2	10.1	18.1	25.7	27.2	49.2
Northeast	7.0	0.1	9.2	0.8	10.0	1.5	25.5	17.6	48.2	80.0
South	41.2	0.9	13.0	15.7	9.8	10.8	15.9	29.0	20.1	43.6
North Central	17.9	0.3	13.4	5.0	12.0	5.8	22.6	25.2	34.1	63.7
West	5.3	0.1	6.8	2.8	7.2	2.6	23.6	15.3	57.1	79.2

Source: Surveys conducted by BLS for WHPC.

Table 2. Average weekly hours of nonsupervisory employees in non-Federal hospitals and percent of employees working specified weekly hours, United States and regions, July 1966 and March 1969

Type of hospital or region	Percent of employees by weekly hours									
	Average		Less than		15 and		35 and		Over 40	
	1966	1969	15	under 15	under 35	under 35	under 40	40	40	Over 40
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Non-Federal hospitals	37.1	35.5	4.2	5.6	14.0	17.7	9.3	12.7	59.4	54.0
Non-Federal hospitals									13.1	10.1
State and local government hospitals	36.4	34.7	5.4	6.6	17.6	20.7	10.8	14.0	50.5	47.8
State and local government hospitals									15.7	11.0
Short term hospitals	38.6	37.3	2.0	3.3	7.2	10.6	6.4	9.8	76.2	68.4
Long term hospitals									8.2	7.8
Short term hospitals	36.7	35.0	5.0	6.2	16.3	19.5	9.9	13.2	53.8	50.1
Long term hospitals	39.2	38.4	0.9	1.7	4.2	6.7	6.4	9.7	83.6	77.0
Metropolitan areas	37.1	35.6	4.3	5.4	14.2	17.2	10.9	13.8	58.2	54.0
Nonmetropolitan areas	37.3	35.3	4.2	6.1	13.6	18.8	5.1	10.0	62.6	54.0
Metropolitan areas									14.6	11.1
Nonmetropolitan areas										
Northeast	36.2	35.0	4.7	5.8	15.3	18.1	16.6	20.9	52.5	47.3
South	38.8	37.2	2.5	3.6	9.2	13.6	3.8	9.7	69.5	60.8
North Central	36.8	34.3	5.4	7.6	17.4	21.2	9.0	10.4	51.0	49.8
West	36.9	35.8	3.6	4.6	12.2	16.7	4.0	6.4	75.4	64.4
West									4.7	8.0

Source: Surveys conducted by BLS for WHPC.

GENERAL ECONOMIC DATA ON THE HOSPITAL INDUSTRY

Introduction

Hospitals, as defined by the 1967 edition of the Standard Industrial Classification Manual issued by the Bureau of the Budget, are "Establishments primarily engaged in providing hospital facilities, and clinics and dispensaries. Institutions such as sanatoria, rest homes, convalescent homes, and curative baths or spas in which medical or surgical services are not a main function of the institution . . ." are excluded. More specifically, a hospital is an institution equipped to diagnose and treat illnesses which require bed care; its purpose is to provide medical, surgical, and other health services by licensed medical practitioners for patients needing around-the-clock medical and professional nursing care and observation. A hospital offers services more intensive than those required merely for room, board, personal services, and general nursing care.

According to the American Hospital Association (AHA), 7,137 hospitals (both public and private) were in operation for at least six months by September 30, 1968, had at least six beds, and met various professional and organizational standards. In 1968, these hospitals reported 29.8 million admissions. 1/

Early hospitals in the United States were financed by public subscription, sometimes with the aid of tax funds. From the first, patients who could pay for their own care did so. However, the role of the government (Federal, State, and local) has become much more important.

The growth of the American hospital system has been spurred by many interrelated factors such as population growth, general economic expansion and scientific advances. Increases in hospital facilities have followed the growth of population, but even more, the growth of cities, where the problems of urbanization and industrialization have influenced the shift from home medical care to hospital service.

In most industries, advances in technology usually mean a general substitution of capital for labor. However, in hospitals, it has resulted in an increase in the work force due to the fact that much of the technological advancement in the field of medical science was the development of new things to do rather than new ways to do things. Although technological advances have added substantially to costs, wages and salaries have also increased at all levels of skill. 2/

1/ Journal of the American Hospital Association, Hospitals, Vol. 43, No. 15, August 1, 1969, part 2.

2/ U.S. Department of Health, Education, and Welfare, Secretary's Advisory Committee on Hospital Effectiveness Report, 1968, p. 6.

Number of hospitals

Between 1948 and 1968 the total number of hospitals in the United States increased 16 percent, from 6,160 to 7,137. Non-Federal hospitals also increased 16 percent in the last two decades, but the change has not been steady. The number of voluntary nonprofit hospitals increased by 21 percent between 1948 and 1968, compared with a 49 percent increase in State and local government hospitals and a 32 percent decline in the number of proprietary hospitals.

<u>Type of ownership</u>	<u>Number of hospitals</u>		<u>Percent change</u>
	<u>1968</u>	<u>1948</u>	
Total	7,137	6,160	16
Non-Federal	6,721	5,774	16
Nongovernment	4,531	4,300	5
Private nonprofit	3,660	3,022	21
Proprietary	871	1,278	-32
State and local government	2,190	1,474	49
Federal	416	386	8

Although Federal hospitals play an important role in the field of hospital care, they are primarily intended for use by designated beneficiaries of Federal programs. Federal hospitals are excluded from coverage under the Fair Labor Standards Act. While there were still more Federal hospitals in 1968 than in 1948, their number has been declining in recent years.

Ninety-four percent of the AHA listed hospitals in 1968 were classified as non-Federal, and slightly over two-thirds of these were privately owned and operated (Table 3). Eighty-five percent of the non-Federal hospitals were general hospitals and seven-tenths of these were privately operated. The remaining 15 percent of the non-Federal hospitals were classified as psychiatric, tuberculosis, and all other specialized hospitals (maternity; eye, ear, nose, and throat; children's; orthopedic; chronic and/or convalescent; and other highly specialized types of institutions).

State and local governments operated seven-tenths of all non-Federal psychiatric and tuberculosic hospitals.

Ninety percent of the nongovernment hospitals were general hospitals and 82 percent of these were operated on a voluntary nonprofit basis.

Number of beds

Since 1948, the total number of hospital beds has increased 18 percent, from 1.4 million to almost 1.7 million beds in 1968. The largest increase occurred in private nonprofit hospitals (70 percent). The number of beds increased 10 percent in proprietary hospitals and 2 percent in State and local government hospitals, while declining 6 percent in Federal institutions.

<u>Type of ownership</u>	<u>Number of beds (in thousands)</u>		<u>Percent change</u>
	<u>1968</u>	<u>1948</u>	
Total	1,663	1,411	18
Non-Federal	1,499	1,226	22
Nongovernment	649	399	63
Private nonprofit	595	349	70
Proprietary	55	50	10
State and local government	839	826	2
Federal	175	186	-6

Fifty-six percent of the 1.5 million non-Federal hospital beds in 1968 were in government hospitals and the remainder in nongovernment hospitals (Table 4).

In nongovernment institutions, 93 percent of the beds were in general hospitals. In the State and local government sector 69 percent of the beds were in psychiatric hospitals.

Employment and characteristics of the work force

According to the American Hospital Association, employment in the Nation's hospitals reached 2.3 million in 1968, more than twice that of 20 years ago. Nine out of every 10 hospital employees worked in non-Federal hospitals in 1968. Of these, three-fifths were employed in private hospitals operated on a nonprofit basis, 34 percent were in State and local government hospitals, and 4 percent in proprietary hospitals (Table 5).

An important sector of the hospital work force is made up of unpaid workers--volunteers, members of religious orders, and student nurses. Volunteers perform numerous tasks some of which free trained personnel for duties of higher responsibilities. Other volunteer workers, such as members of religious orders, are employed in highly skilled occupations.

Despite increases in the number of hospitals, the health care field suffers from a persistent and serious shortage of skilled personnel. The

United States today has 135,000 fewer nurses and 50,000 fewer physicians than it needs. 1/ The manpower requirements in the medical and health services industry, including hospitals, are expected to increase by 45 percent between 1966 and 1975. 2/

Expenditures for hospital care

In 1968, the single largest item of the \$57.1 billion expended in the United States for medical and health services was for hospital care--nearly \$21 billion. 3/ Forty-eight percent was spent by consumers, directly or through insuring intermediaries, 51 percent by government at all levels, and the remainder, almost 2 percent, was accounted for by "other" sources, primarily philanthropic. The total amount spent for hospital care has increased continuously and by a considerable amount, almost tripling during the decade between 1950 and 1960, and more than doubling since then. The relative importance of the various sources of funds has changed considerably over the last three years due to the impact of new Federal health programs. The most current Social Security Administration data are compiled on a fiscal year basis with only a two-way breakdown of the source of funds--public or private.

Selected year	Total expendi- tures for hos- pital care (in millions)	Percent distribution by source				
		Total	State and local govern- ment	Federal govern- ment	Con- sumers	Other
Calendar year:						
1966	\$15,485	100	21.5	19.0	57.3	2.2
1967	18,029	100	19.5	30.8	47.8	1.9
1968	20,751	100	18.7	31.8	47.9	1.6
Fiscal year:						
			Public		Private	
1966-1967	16,814	100	48.2		51.8	
1967-1968	19,248	100	51.0		49.0	
1968-1969	22,531	100	50.0		50.0	

1/ U.S. Department of Labor, Manpower Administration, Manpower, April 1969, p. 3.

2/ U.S. Department of Labor, Bureau of Labor Statistics, Health Manpower 1966-1975, pp. 11-12.

3/ U.S. Department of Health, Education, and Welfare, Social Security Administration, "National Health Expenditures, Fiscal Years 1929-69 and Calendar Years 1929-68," Note No. 18--1969, November 7, 1969.

Nongovernment hospitals received by far the largest portion of consumer expenditures for hospital care, but the proportion going to Government hospitals has increased significantly since Medicare and Medicaid.

Selected year	Consumer expenditures		Percent distribution of total consumer expenditures			
	Total	Per	Nongovern-			
	(in millions)	capita	Total	ment	Federal	State and local
1966	\$8,772	\$45.78	100	83.9	0.2	15.9
1967	8,752	44.73	100	78.3	2.0	19.7
1968	9,916	48.57	100	75.4	3.1	21.5

Data relating to the disposition of hospital revenues are available from the American Hospital Association for private short-term general and other special hospitals. These hospitals accounted for 93 percent of all nongovernment hospitals in 1968. It is interesting to note that in nongovernment short-term hospitals patient revenue ^{1/} continued to comprise 94 percent of total revenue, despite an 89 percent increase in total revenues ^{2/} from \$6.1 billion in 1963 to \$11.4 billion in 1968. Net revenue (total revenue less expenses) of voluntary and proprietary hospitals in 1968 amounted to \$399 million, or 3.5 percent of total revenue. By way of comparison, twenty years ago, net revenue amounted to only \$14 million, or 1.0 percent of total revenue.

<u>Year ended</u> <u>September</u>	<u>Total</u> <u>revenue</u>	<u>Total</u> <u>expenses</u>	<u>Net</u> <u>revenue</u>
(in millions)			
1948	\$1,397	\$1,383	\$ 14
1960	4,549	4,414	135
1966	8,276	7,988	288
1967	9,858	9,459	399
1968	11,436	11,037	399

Payroll

Because hospitals sell primarily the services of their employees, payroll costs tend to comprise a relatively high proportion of total costs. In private nonprofit hospitals this proportion rose gradually from 53 percent

^{1/} Patient revenue is defined by the AHA as revenue for services to patients, including payments received from, or on behalf of, individual patients, such as insurance coverage and government programs (e.g., Medicare and Medicaid payments).

^{2/} Total revenue is defined as patient revenue plus contributions, endowment revenue, governmental lump-sum grants, and all other payments not made on behalf of individual patients.

in 1948 to 62 percent in 1960, and dropped back to 60 percent in 1967. The general trend was similar in State and local government hospitals. It is interesting to note that the payroll ratios for these hospitals were slightly lower in 1967 and 1968 than in the immediately preceding years despite the substantial wage increases granted and the fact that they were operating for the first time under wage standards set by the Federal wage-hour law.

Year	Payroll expense as a percent of total costs				
	All hospitals	Federal hospitals	Non-Federal hospitals		
			Voluntary	Proprietary	State and local government
1948	57	70	53	49	56
1960	66	81	62	53	69
1966	65	81	61	51	69
1967	64	77	60	51	67
1968	63	72	60	53	66

Prices

Medical care prices have doubled in the last two decades, and hospital daily service charges have more than quadrupled. The overall Consumer Price Index (CPI), on the other hand, rose by only 45 percent between 1948 and 1968. The pattern of substantial increases in the cost of medical care continued into 1969, and at an accelerated rate. In the first half of 1969, for example, the medical care cost index and the hospital daily room index each increased about 4 percent. As of June 1969, hospital room rates were 13 percent higher than they were a year earlier. However, today a patient in a hospital is the recipient of a variety of services--room and board, laundry, pharmaceuticals, and laboratory tests; he also has access to highly specialized facilities and equipment, as well as the services provided by nurses, technicians, physicians, and other professional personnel.

The Department of Health, Education, and Welfare, in its 1967 publication, A Report to the President on Medical Care Prices, gives several reasons for the rising cost of hospital charges. Wages of hospital employees, which although still low compared to other sectors of the economy, are only one of them. Between 1960 and 1965, wages per patient day rose by about the same rate as the rate of increase in the daily hospital room charge and more recent data show that these two ratios have continued to increase at similar rates. However, the number of patients cared for per employee has been falling. Capital investment outlay has risen due to a general increase in specialized types of facilities. Items such as air-conditioning and single room facilities, which increase patient comfort, and new equipment such as automatic patient monitoring devices, designed to improve employee productivity, have also increased the cost of hospital operation and contributed substantially to the rise in charges to patients.

Table 3. Non-Federal Hospitals: Distribution of hospitals by type of ownership and service, United States, 1968

Ownership	Total	Type of service		
		General	Psychiatric	Tuberculosis : All other
Total	6,721	5,695	505	116 405
Government	2,190	1,639	334	107 110
State	559	144	316	53 46
County	893	793	17	43 40
City	348	324	1	6 17
City-County	73	67	-	- 6
Hospital District	317	311	-	5 1
Nongovernment	4,531	4,056	171	9 295
Voluntary	3,660	3,311	87	8 254
Proprietary	871	745	84	1 41

Source: Journal of the American Hospital Association, Hospitals, August 1, 1969, part 2.

Table 4. Non-Federal Hospitals: Distribution of beds by type of ownership and service, United States, 1968

Ownership	(In thousands)				Type of service		
	Total	General	Psychiatric	Tuberculosis	All other		
Total	1,489	805	594	22	66		
Government							
State	839	203	577	21	37		
County	620	33	561	13	14		
City	119	89	15	5	10		
City-County	57	43	1	3	10		
Hospital District	13	10	-	-	3		
	29	28	-	1	*		
Nongovernment							
Voluntary	649	602	17	1	29		
Proprietary	595	554	11	1	28		
	55	48	6	*	1		

Note: Details may not add to totals because of rounding.

*Less than 500 beds.

Source: Journal of the American Hospital Association, Hospitals, August 1, 1969, part 2.

Table 5. Non-Federal Hospitals: Numerical and percent distributions of hospitals, employees, and payroll, by type of ownership and service, United States, 1968

Ownership and type of service	Hospitals		Personnel 1/		Payroll	
	Number	Percent	Number (thousands)	Percent	Amount (millions)	Percent
Total	6,721	100	2,099	100	\$10,526	100
Government	2,190	33	718	34	3,744	36
General	1,639	24	389	19	1,929	18
Other 2/	551	8	329	16	1,815	17
Nongovernment	4,531	67	1,381	66	6,782	64
Voluntary	3,660	54	1,289	61	6,359	60
General	3,311	49	1,214	58	5,986	57
Other 2/	349	5	75	4	373	4
Proprietary	871	13	92	4	423	4
General	745	11	83	4	373	4
Other 2/	126	2	9	*	50	*

Note: Details may not add to totals because of rounding.

*Less than 0.5 percent.

1/ Includes full-time personnel plus full-time equivalents of part-time personnel; excludes residents, interns, and students.

2/ Includes psychiatric and tuberculosis, as well as all other specialized service hospitals.

Source: Journal of the American Association, Hospitals, August 1, 1969, part 2.

STATE MINIMUM WAGE AND MAXIMUM HOURS STANDARDS
APPLICABLE TO EMPLOYEES IN HOSPITALS

Minimum wages

Thirty-four States, the District of Columbia and Puerto Rico have minimum wage laws or orders in effect which have been passed or revised since 1961 which apply to hospital employees. Six of the States--California, Colorado, Ohio, Utah, Washington and Wisconsin--provide for coverage of women and minors only (Table 6).

Fifteen States, the District of Columbia and Puerto Rico exclude employees of hospitals operated by State and local governments from the coverage of their minimum wage laws. In Nevada, only female State and local government hospital employees are excluded from coverage although that State's law generally covers all employees. Three of the jurisdictions which exclude government hospitals--New York, Puerto Rico and Vermont--also exclude employees of certain nonprofit hospitals. New York provides an exemption for employees of nonprofit hospitals which certify that they are paying no less than the statutory minimum wage rate, exclusive of allowances, to their employees; Puerto Rico exempts employees of nonprofit hospitals completely from their law; and in Vermont, employees of public-supported nonprofit hospitals, other than those employed in laundry occupations or as nurses' aids and practical nurses, are exempt from the minimum wage law.

The laws of five States--Colorado, Nevada, Oklahoma, Utah and Wyoming--exclude hospital employees in specific nonprofessional occupations. In North Dakota all hospital employees are excluded except those covered by wage orders that apply to laundry and drycleaning workers. The West Virginia law excludes employees engaged in educational programs in State licensed hospitals.

Twelve States have statutory provisions which exclude hospital employees from their minimum wage laws if they are subject to the Fair Labor Standards Act. Nevada's exclusion applies only to males. However, the laws in three of these States--Hawaii, Michigan and New Hampshire--specify that the State minimum wage rates will apply whenever the rate provided by the Fair Labor Standards Act is lower.

Sixteen jurisdictions have laws which set rates for at least some hospital employees which are equal to or above the \$1.45 an hour rate which becomes applicable on February 1, 1970, to hospital employees covered under the Fair Labor Standards Act. The hourly minimum wage rate is \$1.65 in California and \$2.10 in Alaska.

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Nine jurisdictions--Connecticut, the District of Columbia, Hawaii, Massachusetts, New Hampshire, New York, Rhode Island, Vermont and Washington--have minimum wage rates of \$1.60 an hour. Two States--Maine and New Jersey--have minimum wage rates of \$1.50 an hour while the remaining three States--Maryland, Nevada and Pennsylvania--have rates of \$1.45 an hour. The Maryland minimum wage rate for laundry occupations in hospitals becomes \$1.45 an hour on February 1, 1970; the rate applicable to hospital occupations other than laundry will increase to \$1.45 an hour on June 1, 1970. Nonprofit hospitals in New Hampshire have a minimum wage rate of \$1.45 an hour while the rate for other hospitals is \$1.60 an hour.

Nineteen States and Puerto Rico have minimum wage rates below \$1.45 an hour for covered hospital employees.

Provisions for overtime premium pay

Eighteen States, the District of Columbia and Puerto Rico have provisions in their laws for premium pay for hours worked in excess of a specified number per day, per week, or both for employees of hospitals.

The laws in nine jurisdictions require premium pay for hours worked beyond a certain number per day and per week. In four States--Alaska, California, Colorado and Oregon--the overtime premium is required after 8 hours a day and 40 a week in most hospital occupations. Colorado's law requires overtime pay after 8 hours a day and 40 hours a week in laundry occupations only, and after 8 a day and 42 a week for other covered employees. In four jurisdictions--Idaho, Nevada, Puerto Rico and Wyoming--the premium is payable after 8 hours a day and 48 a week. The Wisconsin law requires premium pay after 9 hours a day and 50 a week for work during the day and after 8 a day and 48 a week for night-time work.

The Arkansas law requires premium pay after 8 hours a day and on the seventh day. The other nine jurisdictions with provisions for overtime premium pay require overtime pay only on a weekly basis, five after 40 hours, one after 44 hours, and three after 48 hours.

Seventeen of the 30 jurisdictions whose laws extend minimum wage protection to all employees provide overtime pay for hospital occupations. However, of these 17 laws, only 11 extend this benefit to men as well as women and minors. In six States--Arkansas, Idaho, New Mexico, Oregon, Rhode Island and Wyoming--the overtime pay standard applies only to females. The Connecticut law exempts all hospital employees from the overtime pay provisions except those in laundry occupations. The law in Alaska exempts employees of nonprofit hospitals from the overtime pay provisions.

Seventeen of the 20 laws which provide overtime pay specify one and one-half times the employee's regular rate for overtime hours. The Puerto Rico provision is two times the regular rate for such hours worked. The Kentucky and Oregon laws require one and one-half times the minimum hourly rate.

Provisions for meal deductions

Twenty-six States, the District of Columbia and Puerto Rico have provisions under their minimum wage laws or orders which permit deductions for the cost of meals furnished to employees by the employer which have been passed or revised since 1961 (Table 7). Fifteen of these jurisdictions allow employers to deduct from the minimum wage a fixed cost per meal. Allowable deductions range from 10 cents for breakfast in Puerto Rico to \$1.35 for dinner in California. Four States--Hawaii, Maine, Maryland and Oregon--permit employers to make deductions for the reasonable cost of meals. Three States--Arkansas, Colorado and Michigan--provide wage differentials when meals are furnished. In New Jersey, the employer may deduct the fair value of meals provided. The minimum wage laws of Alaska, Delaware, and Indiana have provisions authorizing the appropriate labor agency to make regulations defining allowances for meals. West Virginia permits deductions for meals up to \$1.00 a day. In Texas, the employer may make deductions for the cost of meals furnished.

Provisions for lodging

Twenty-five States, the District of Columbia and Puerto Rico have minimum wage laws or orders passed or revised since 1961 with supplementary provisions allowing deductions for the cost of lodging furnished to employees by employers. Twelve States, Puerto Rico and the District of Columbia permit employers to deduct from the minimum wage a fixed cost per day and/or week for lodging. These deductions range from \$1.00 a week for lodging in Puerto Rico to \$1.50 a day in Wisconsin. Four States--Hawaii, Maine, Maryland and Oregon--permit employers to make reasonable deductions without specifying an amount. Two States--Arkansas and Michigan--permit employers to provide a wage differential when lodging is furnished. In Alaska, Delaware, Indiana and Vermont, the appropriate labor agency is authorized to determine the amount deductible for lodging. In New Jersey and Utah, when deductions are made for the cost of lodging, the amount deducted cannot exceed the fair value or retail price, respectively, for such service and in Texas the law permits the employer to make deductions for the cost of lodging customarily furnished.

Provisions for uniforms

Eighteen States and the District of Columbia have minimum wage laws or orders passed or revised since 1961 with supplemental provisions

regarding uniforms. In 10 States employers must provide and maintain required uniforms. In the District of Columbia employers may pay an additional amount in wages in lieu of such a requirement. In Pennsylvania employers must pay an additional amount in wages in lieu of maintaining the uniforms. In Colorado, employers are required only to furnish required uniforms to employees. Arkansas and Michigan allow employers to make specified deductions from the hourly minimum wage for furnishing uniforms. In Connecticut required safety and sanitation uniforms must be provided and maintained by the employer; however, the employer may make a weekly deduction for the maintenance of other uniforms. In Kentucky employers may deduct the actual cost of uniforms from the minimum wage. In Delaware and Indiana the law provides for the appropriate State agency to determine the value of uniforms.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
Alaska	All employees	Employees of State and local government hospitals; employees of non-profit hospitals are exempt from overtime provisions	1 1/2 times the regular rate Over 8 a day, 40 a week	2/1/68	\$2.10
Arkansas	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate Over 8 a day, and on 7th day (Females only)	1/1/70 (1/1/71)	\$1.10 \$1.20
California	Women and minors	Employees of State and local government hospitals	1 1/2 times the regular rate Over 8 a day, 40 a week, on 6th day	2/1/68	\$1.65
Colorado	Women and minors	Employees of State and local government hospitals; registered nurses, student nurses, interns, dieticians, laboratory technicians, nurse anesthetists, physical therapists	1 1/2 times the regular rate Over 8 a day, 40 a week in laundry occupations; over 8 a day, 42 a week in other covered occupations	5/1/67	\$1.10 (Cities with populations of 15,000 or more) \$1.00 (Remainder of State)

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
Connecticut	All employees	Employees of State and local government hospitals	1 1/2 times the regular rate (Laundry occupations only)	7/1/68 7/1/69	\$1.60
Delaware	All employees			2/1/68	\$1.25
District of Columbia	All employees	Employees of local government hospitals	1 1/2 times the regular rate	2/1/69	\$1.60
Hawaii	All employees	Employees of State and local government hospitals; employees subject to FLSA unless State minimum or overtime standards are higher	1 1/2 times the regular rate	1/1/70	\$1.60
Idaho	All employees	Employees of State and local government hospitals	1 1/2 times the regular rate (Female office, laundry and restaurant workers only)	2/1/69	\$1.25

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
Indiana	All employees	Employees subject to FLSA		7/1/68	\$1.25
Kentucky	All employees		1 1/2 times the minimum Over 44 a week	11/1/61	\$0.75 (Cities with populations of 20,000 or more and contiguous territory) \$0.70 (4,000 to 20,000) \$0.65 (less than 4,000)
Maine	All employees		1 1/2 times the regular rate Over 48 a week	10/15/69 (10/15/70)	\$1.50 \$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
Maryland	All employees			2/1/70 (7/1/71) (Laundry occupations) 6/1/69 (6/1/70) (6/1/71) (Other occupations)	\$1.45 \$1.60 \$1.30 \$1.45 \$1.60
Massachusetts	All employees			2/1/68	\$1.60
Michigan	All employees	Employees subject to FLSA, unless State minimum is higher		1/1/67	\$1.25
Nebraska	All employees	Employees of State and local government hospitals		10/23/67	\$1.00
Nevada	All employees	Female employees of State and local government hospitals; male employees subject to FLSA; graduate nurses	1 1/2 times the regular rate Over 8 a day, 48 a week	2/1/70 (2/1/71)	\$1.45 \$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
New Hampshire	All employees	Employees subject to FLSA, unless State minimum is higher	1 1/2 times the regular rate	2/1/70 (2/1/71) (Nonprofit hospitals) 2/1/69 (Other hospitals)	\$1.45 \$1.60 \$1.60 \$1.60
New Jersey	All employees		1 1/2 times the regular rate	1/1/69	\$1.50
New Mexico	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate (Females only)	2/1/69	\$1.30
New York	All employees	Employees of State and local government hospitals; employees of nonprofit hospitals provided they certify that they pay the statutory minimum wage		2/1/68	\$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
North Dakota	All employees	Employees of hospitals, except laundry and dry-cleaning workers		5/22/66	\$1.00 (Drycleaning and dyeing occupations) \$0.90 (Laundry occupations)
Ohio	Women and minors			10/1/62	\$1.00 (Laundry occupations)
				1/2/63	\$0.90 (Drycleaning and dyeing occupations)
				2/1/65	\$0.75 (Food or lodging occupations)
Oklahoma	All employees	Employees subject to FLSA; cafeteria and laundry workers		8/1/65	\$1.00

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Oregon	All employees	Employees of State and local government hospitals; employees subject to FLSA; employees domiciled on premises for emergency duty	1 1/2 times the minimum rate (Females only)	Over 8 a day, 40 a week	2/1/68	\$1.25
Pennsylvania	All employees	Employees of State and local government hospitals; employees subject to FLSA	1 1/2 times the regular rate	Over 40 a week	2/1/70 (2/1/71)	\$1.45 \$1.60
Puerto Rico	All employees	Employees of local government and nonprofit hospitals; student nurses	2 times the regular rate	Over 8 a day, 48 a week, on day of rest	11/27/67	\$1.00 - \$1.40 (Rate based on occupations)
Rhode Island	All employees		1 1/2 times the regular rate (Females only)	Over 48 a week	7/1/68	\$1.60

See footnotes at end of table.

6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
South Dakota	All employees				7/1/69	\$1.00
Texas	All employees	Employees subject to FLSA			2/1/70	\$1.25
					(2/1/71)	\$1.40
Utah	Women and minors	Registered nurses, licensed practical nurses and resident managers			1/1/66	\$1.15
						(Salt Lake, Weber, Utah and Davis counties)
						\$1.10
Vermont	All employees	Employees of State and local government hospitals; employees of public-supported non-profit hospitals, except laundry workers, nurses' aids and practical nurses				(Cities with population of 5,000 or more)
						\$1.00
						(All other areas)
					4/17/69	\$1.60

See footnotes at end of table.

Table 6. Hospitals: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Concluded)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards Rate : Hours	Effective date	Basic minimum rates (per hour) 1/
Washington	2/ Women and minors			7/1/69	\$1.60
West Virginia	All employees	Employees engaged in educational programs in State licensed hospitals; employees subject to FLSA	1 1/2 times the regular rate Over 48 a week	1/1/67	\$1.00
Wisconsin	Women and minors		1 1/2 times the regular rate Over 9 a day, 50 a week Over 8 a day, 48 a week (night)	7/1/68	\$1.30
Wyoming	All employees	Employees of State and local government hospitals; ambulance drivers	1 1/2 times the regular rate (Female laundry and restaurant workers only) Over 8 a day, 48 a week	1/1/69	\$1.30

1/ For full-time adult employees.

2/ Law generally applicable to all employees. However, coverage in hospitals is limited to women and minors only.

bie 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Alaska	Director may permit deductions from the minimum wage for reasonable cost of meals when customarily furnished	Director may permit deductions from the minimum wage for reasonable cost of lodging when customarily furnished	No provision
Arkansas	Employer may deduct reasonable value not to exceed 30 cents per hour for meals	Employer may deduct reasonable value not to exceed 30 cents per hour for lodging	Employer may deduct reasonable value not to exceed 30 cents per hour for apparel
California	Permits specified deductions from the minimum wage for meals provided--75 cents, \$1.00, and \$1.35 for breakfast, lunch and dinner, respectively	Permits specified deductions from the minimum wage for lodging--\$10.00 a week for private room, \$8.00 a week for shared room, and no more than \$115.00 for an apartment	Required uniforms must be provided and maintained by employer
Colorado	Permits a "with meal" wage differential--10 cents an hour for one or more meals (not applicable to establishments where full maintenance is provided as part of the wage)	Permits specified deductions from the minimum wage for lodging--\$5.00 a week for private room, \$4.00 a week for shared room (not applicable to establishments where full maintenance is provided as part of the wage)	If required as a condition of employment uniforms must be provided by employer

Cole 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage law or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Connecticut	Permits specified deductions from the minimum wage for meals--light meals, 35 cents; daily maximum, 70 cents; full meals, 60 cents, daily maximum \$1.80	Permits specified deductions from the minimum wage for lodging--\$4.00 a week for private room, \$3.00 a week for shared room	Uniforms required in the interest of safety or sanitation must be provided and maintained by employer; otherwise up to \$1.50 a week may be deducted by employer for the maintenance, laundering or cleaning of uniforms
Delaware	The Department of Labor and Industrial Relations may make regulations defining allowances for meals	The Department of Labor and Industrial Relations may make regulations defining allowances for lodging	The Department of Labor and Industrial Relations may make regulations defining allowances for uniforms
District of Columbia	Permits specified deductions from the minimum wage for meals provided--not more than 40 cents per meal	Permits specified deductions from the minimum wage for lodging--\$6.50 a week for private room; \$5.00 a week for shared room; for an apartment, amount may not exceed three-fourths of the rental value of similar accommodations in the vicinity	Required uniforms must be provided and maintained by employer; in lieu thereof, employer may pay an additional 5 cents an hour

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Hawaii	Permits reasonable deductions from the minimum wage for meals provided	Permits reasonable deductions from the minimum wage for lodging provided	Required uniforms must be provided and maintained by employer
Idaho	Permits deductions from the minimum wage for meals provided—66-2/3 cents a meal, \$14.00 a week	Permits deductions from the minimum wage for lodging—\$1.00 a day, \$7.00 a week	No provision
Indiana	Wage Adjustment Board has power to determine reasonable value of meals	Wage Adjustment Board has power to determine reasonable value of lodging	Wage Adjustment Board has power to determine reasonable value of uniforms
Kentucky	Permits deductions from the minimum wage for meals upon voluntary agreement—37-1/2 cents per meal	Permits deductions from the minimum wage for lodging upon voluntary agreement—60 cents per night	Permits deductions from the minimum wage of not more than actual cost of such items to the employer
Maine	Permits deductions from the minimum wage for reasonable cost of meals	Permits deductions from the minimum wage for reasonable cost of lodging	No provision
Maryland	Permits deductions from the minimum wage for reasonable cost of meals when customarily provided	Permits deductions from the minimum wage for reasonable cost of lodging when customarily provided	No provision

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Massachusetts	Permits specified deductions from the minimum wage for meals provided, if employee gives written consent--50 cents a meal	Permits specified deductions from the minimum wage for lodging provided--\$4.00 a week for semiprivate room; \$3.25 a week for skinned room occupied by more than 2 persons	Required uniforms must be provided and maintained by employer
Michigan	Permits specified deductions from the minimum wage for meals--3 to 5 cents an hour per meal	Permits specified deductions from the minimum wage for lodging--8 cents per hour for single occupancy; 4 cents per hour for multiple occupancy of quarters as agreed upon at time of hiring	Permits specified deduction for standard uniforms furnished and laundered by employer--4 cents per hour
Nebraska	No provision	No provision	No provision
Nevada	Permits deductions from the minimum wage for meals provided if mutually agreed upon by employer and employee--35, 45 and 75 cents for breakfast, lunch, and dinner, respectively	Permits deductions from minimum wage for lodging provided--not more than \$5.00 a week	Required uniforms must be provided and maintained by employer

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
New Hampshire	No provision	No provision	No provision
New Jersey	Permits deductions from the minimum wage for the fair value of meals provided	Permits deductions from the minimum wage for the fair value of lodging provided	No provision
New Mexico	No provision	No provision	No provision
New York	Permits specified deductions from the minimum wage for meals provided—55 cents a meal	Permits specified deductions for lodging provided—\$1.00 a day	Required uniforms must be provided and maintained by employer
North Dakota	No provision	No provision	No provision
Ohio	Prohibits deductions from the minimum wage for meals provided employees engaged in preparing or serving food who are required to eat on premises; permits deductions by agreement with other employees for meals provided—30, 45, 65 cents for breakfast, lunch and dinner, respectively	By agreement with the employee, the employer may deduct \$4.00 a week for adequate, decent and sanitary lodging	Required uniforms must be provided and maintained by employer

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Oklahoma	No provision	No provision	No provision
Oregon	Permits reasonable deductions from the minimum wage for meals provided	Permits reasonable deductions from the minimum wage for lodging provided	Required uniforms must be provided and maintained by employer
Pennsylvania	Permits deductions from the minimum wage for meals--up to 50 cents a meal or \$8.00 per week	Permits deductions from the minimum wage--up to \$5.00 per week for lodging furnished on full-time basis	Prohibits deductions from the minimum wage for the maintenance of uniforms; employer must pay an additional 5 cents an hour or \$1.50 per 40 hours workweek, whichever is less, to employees required to maintain own uniforms
Puerto Rico	Permits deductions from the minimum wage for meals--10 cents for breakfast, 23 cents for lunch and dinner	Permits deductions from the minimum wage for lodging--\$1.00 a week for room, 50 cents a week for laundry services connected with lodging	No provision
Rhode Island	No provision	No provision	No provision
South Dakota	No provision	No provision	No provision

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Continued)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
Texas	Permits deductions from the minimum wage for cost to the employer of meals customarily furnished	Permits deductions from the minimum wage for cost to the employer of lodging customarily furnished	No provision
Utah	Deductions for meals upon mutual agreement between employer and employee--may not exceed 40 cents per meal furnished	Deductions for lodging upon mutual agreement between employer and employee--may not exceed retail price	Required uniforms must be provided and maintained by employer
Vermont	Permits deductions from the minimum wage for meals upon mutual agreement between employer and employee--70 cents a meal in service establishments	Commissioner has authority to recommend and determine the amount of deductions for lodging--no specific provision for service establishments	Required uniforms must be provided and maintained by employer in service establishments
Washington	Permits specified deductions from the minimum wage for meals eaten--40 cents per meal	Permits specified deductions from the minimum wage for lodging furnished--\$6.00 a week for private room, \$5.00 for shared room	Required uniforms must be provided and maintained by employer; the usual white uniform is not considered a special uniform

Table 7. Hospitals: Provisions for deductions for the cost of meals, lodging and uniforms under State minimum wage laws or orders passed or revised since 1961, February 1, 1970 (Concluded)

State	Provisions for meals	Provisions for lodging	Provisions for uniforms
West Virginia	Permits deductions from the minimum wage for meals--up to \$1.00 a day	No provision	No provision
Wisconsin	Permits specified deductions from the minimum wage for meals provided--75 cents per meal; \$15.60 per week	Permits specified deductions from the minimum wage for lodging provided--\$1.50 a day; \$10.50 a week	No provision
Wyoming	No provision	No provision	No provision

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Appendix. Technical Note

Scope of Survey

The survey covered both short- and long-term proprietary, nonprofit, and State and local (municipal and county) government hospitals throughout the Nation (excluding Alaska and Hawaii). Excluded from the survey were: Federal Government hospitals, sanatoria, rest homes, convalescent homes, curative baths or spas, and other institutions which do not admit any persons for the expressed purpose of providing medical, psychiatric, or surgical care.

Sample Design and Method of Estimation

The survey was conducted on a sample basis. The hospitals studied were selected from a universe list prepared from the Master Facility Inventory maintained by the National Center of Health Statistics, U.S. Public Health Service, Department of Health, Education, and Welfare. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small hospitals was studied. In combining the data, however, all hospitals were given their appropriate weight. Unless indicated otherwise, therefore, all estimates in this report relate to all hospitals within the definition of the study rather than those actually visited.

The number of hospitals and employees studied by the Bureau of Labor Statistics as well as the number estimated to have been within scope of the survey during the payroll period studied are shown in the table on the following page.

Method of Collection

Data were obtained by personal visits of BLS field staff under the direction of the Bureau's Assistant Regional Directors for Operations.

Employment

The estimates of the number of employees within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of hospitals assembled considerably in advance of the payroll period studied. Thus, hospitals recently placed into operation are omitted, as are those originally classified, correctly or incorrectly, among those to be covered by the survey, but found to be outside the scope of the study at the time of data collection. Estimates of total hospital employment included full-time, part-time, executive, and administrative and professional employees, as well as members of religious orders. Students were not considered as employees.

Definition of Terms

Hospital. A hospital, for the purposes of this study, is defined as a single physical location where medical, psychiatric, or surgical services are provided. Short-term hospitals are those in which the average patient stay is less than 30 days.

Estimated Number of Hospitals and Hospital Employees and Number Studied, March 1969

Region and area ¹	All hospitals						
	Number of hospitals		Employees in hospitals				
	Within scope of study	Studied	Within scope of study				Studied
			Total ²	Registered professional nurses	Other professional and technical employees	Office clerical employees	Total ³
All hospitals	7,574	1,265	2,405,742	275,262	126,011	243,020	1,212,575
Non-metropolitan hospitals							
United States ⁴	5,406	888	1,675,224	205,972	94,626	173,760	704,462
Metropolitan areas	2,745	491	1,362,369	169,296	11,004	136,955	510,749
Non-metropolitan areas	1,441	192	334,915	45,676	17,122	34,775	45,212
Northwest	1,107	236	255,873	27,232	13,871	56,128	108,155
Metropolitan areas ⁵	721	191	435,430	54,749	26,557	48,136	122,671
Bozeman	56	23	19,111	4,792	3,259	4,562	12,911
Buffalo	21	14	14,075	1,520	448	1,154	12,338
New York City	173	34	93,427	12,077	5,470	12,777	44,783
Philadelphia	11	41	62,045	7,458	2,638	7,227	35,126
Scranton	12	10	2,628	428	112	216	2,476
Nonmetropolitan areas	360	34	91,443	12,933	5,314	8,692	14,689
South	1,551	227	366,516	44,708	19,262	41,672	126,191
Metropolitan areas ⁵	819	162	275,662	32,509	13,819	30,939	114,674
Atlanta	22	11	5,707	992	422	651	6,336
Baltimore	16	15	41,521	2,661	1,094	11,566	15,992
Chattanooga	12	7	1,463	121	120	179	736
Dallas	62	19	11,820	1,304	656	1,219	8,267
Memphis	12	8	7,666	758	262	48	7,297
Miami	28	17	12,815	2,027	657	1,839	10,163
Washington	32	16	20,210	2,972	1,802	2,673	14,146
Nonmetropolitan areas	1,632	65	111,454	12,199	5,443	10,533	11,495
North Central	1,436	248	516,837	56,455	27,388	49,456	135,527
Metropolitan areas ⁵	454	179	364,194	40,742	22,493	37,001	149,924
Chicago	125	40	77,140	9,685	7,122	9,426	40,941
Cincinnati	19	23	12,001	1,216	607	1,293	10,914
Cleveland	30	16	20,240	2,265	912	2,447	15,603
Detroit	80	26	38,674	3,744	2,553	5,027	23,226
Minneapolis-St. Paul	35	17	24,637	3,242	1,373	1,931	14,804
St. Louis	42	16	21,453	2,554	1,211	1,934	11,447
Nonmetropolitan areas	841	69	151,443	15,919	5,295	12,455	19,414
West	1,014	172	245,198	36,871	11,705	25,764	50,245
Metropolitan areas ⁵	614	153	205,421	12,296	12,135	22,849	64,426
Denver	15	16	11,385	1,955	561	1,378	11,678
Los Angeles-Long Beach and Anaheim-Santa Ana							
Garden Grove	210	47	67,454	10,562	1,741	8,490	29,454
Portland	34	15	11,834	1,347	493	1,620	8,112
San Francisco-Oakland	73	26	24,244	3,955	1,656	2,624	14,026
Seattle-Everett	24	13	7,115	1,314	269	780	5,835
Nonmetropolitan areas	390	24	39,775	4,575	1,570	2,915	5,777
State and local government hospitals							
United States ⁴	2,166	337	733,074	84,290	31,365	64,260	109,912
Metropolitan areas	606	204	459,893	42,027	21,149	47,596	101,332
Nonmetropolitan areas	1,560	132	273,181	22,263	10,216	16,664	48,601
Northwest	1,107	236	255,873	27,232	13,871	56,128	108,155
Metropolitan areas ⁵	721	191	435,430	54,749	26,557	48,136	122,671
Bozeman	56	23	19,111	4,792	3,259	4,562	12,911
Buffalo	21	14	14,075	1,520	448	1,154	12,338
New York City	173	34	93,427	12,077	5,470	12,777	44,783
Philadelphia	11	41	62,045	7,458	2,638	7,227	35,126
Scranton	12	10	2,628	428	112	216	2,476
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San Francisco-Oakland	73	26	24,244	3,955	1,656	2,624	14,026
Seattle-Everett	24	13	7,115	1,314	269	780	5,835
Nonmetropolitan areas	390	24	39,775	4,575	1,570	2,915	5,777

¹ Data for State and local governments did not meet publication criteria in Miami, Fla.; Portland, Oreg.; and Scranton, Pa.² Includes part-time, executive, and administrative employees and members of religious orders who were excluded from the occupational category shown separately. Students were not considered as employees.³ Excludes Alaska and Hawaii.⁴ Includes data for areas in addition to those shown separately.

Nonsupervisory employees. The term, "nonsupervisory employees," as used in this report, includes both full- and part-time employees below the level of supervisor in nursing, technical, clerical, housekeeping, food service, laundry, maintenance, and other occupations. Supervisors, for purposes of the study, are defined as employees who spend less than 20 percent of their time performing functions similar to those performed by employees under their supervision. Excluded from the nonsupervisory category were officials, managers, executives, and employees in occupations normally requiring a college degree, as well as members of religious orders and volunteers.

Registered professional nurses. The term, "registered professional nurses," as used in this report, includes all full-time registered professional nurses, such as directors of nursing, supervisors of nurses, general duty nurses, nursing instructors, etc. Part-time professional nurses and nurses belonging to religious orders were excluded from this occupational category.

Professional and technical employees (except registered nurses). The term, "professional and technical employees (except registered nurses)," as used in this report, includes all full-time professional and technical employees (except registered nurses) such as X-ray technicians, medical technologists, dietitians, physical therapists, medical record librarians, etc. This category excludes part-time employees, interns, residents, and members of religious orders.

Office clerical employees. The term, "office clerical employees," as used in this report, includes all full-time nonsupervisory employees performing clerical work throughout the hospital. These employees are usually found in the medical record section or building, the business office, and the laboratory of the hospital. Part-time employees were excluded from this category.

Nonprofessional employees (except office clerical). The term, "nonprofessional employees (except office clerical)," as used in this report, includes all full-time nonprofessional (except office clerical) employees, such as practical nurses, nursing aids, orderlies, maids, kitchen help, housekeepers, unskilled laboratory help such as bottle washers, and maintenance employees. Part-time employees and members of religious orders were excluded.

Earnings. The earnings information relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends and holidays. Premium pay for late-shift work, if any, was included in the earnings for workers receiving such payments. Cost-of-living bonuses were included as part of the employee's regular pay, but the value of food, lodging, and payments, such as Christmas or yearend bonuses, were excluded. Group average hourly earnings were obtained by multiplying individual hourly earnings by weekly hours worked and dividing the sum of these products by total weekly hours worked. In the case of salaried workers, individual hourly earnings were obtained by dividing straight-time salary by the normal hours corresponding to the salary.

This method of computing average hourly earnings was used because of the wide variations in individual weekly hours worked in hospitals and such variations often are related to wide differences in hourly earnings. In the earnings distribution tables, however, workers were distributed among specified earnings classes according to their individual hourly rates.

Wage impact. Wage impact is defined as an increase in the weekly wage bill required to raise the wages of employees paid less than a specified minimum rate to that rate. The percent of wage impact for a hospital is calculated by dividing the wage increase required to raise the wages of employees paid less than the minimum wage to that rate by the sum of the earnings for nonsupervisory employees before the change.

In table 48, hospitals that were in both the 1966 and 1969 surveys were classified into four groups by degree of impact of the \$1 minimum wage, as of July 1966. One group consisted of hospitals experiencing no wage impact. The remaining hospitals were arrayed by percent of wage impact and divided into three groups so that approximately one-third of the estimated total hospitals with wage impact would fall into each group.

Weekly hours worked. Data refer to the hours actually worked by nonsupervisory employees during a week of the payroll period studied, but include hours for sick leave, vacation, holidays, etc., paid for but not worked. An average figure was used for employees regularly working a different number of hours on alternating weeks.

Size of community. Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term, "metropolitan areas," as used in this report, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city or town is administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Regions. The regions used in this study are:

Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.
South	Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Ken- tucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.
North Central	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
West	Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Selected areas. The survey developed separate data for 23 selected areas. These are defined as follows:

Atlanta, Ga	Clayton, Cobb, De Kalb, Fulton, and Gwinnett Counties.
Baltimore, Md	Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties.
Boston, Mass	Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 2 in Plymouth County.
Buffalo, N.Y.	Erie and Niagara Counties.
Chattanooga, Tenn.-Ga	Hamilton County, Tenn.; and Walker County, Ga.
Chicago, Ill	Cook, Du Page, Kane, Lake, McHenry, and Will Counties.
Cincinnati, Ohio-Ky.-Ind	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Kentucky; and Dearborn County, Ind.
Cleveland, Ohio	Cuyahoga, Geauga, Lake, and Medina Counties.
Dallas, Tex	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

Denver, Colo	Adams, Arapahoe, Boulder, Denver, and Jefferson Counties.
Detroit, Mich	Macomb, Oakland, and Wayne Counties.
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif	Los Angeles and Orange Counties.
Memphis, Tenn.-Ark	Shelby County, Tenn.; and Crittenden County, Ark.
Miami, Fla	Dade County.
Minneapolis-St. Paul, Minn	Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.
New York City, N. Y	Bronx, Kings, New York, Queens, and Richmond Counties.
Philadelphia, Pa.-N. J	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N. J.
Portland, Oreg.-Wash	Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.
St. Louis, Mo.-Ill	St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison and St. Clair Counties, Ill.
San Francisco-Oakland, Calif..	Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.
Scranton, Pa	Lackawanna County.
Seattle-Everett, Wash	King and Snohomish Counties.
Washington, D. C.-Md.-Va	District of Columbia; Montgomery and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church Cities and Arlington, Fairfax, Loudoun and Prince William Counties, Va.

Perquisites. Information on provisions or payments for meals, lodging, uniforms, and laundering in table 41 is based on formal provisions. The tabulation is limited to hospitals having workers in six selected occupational groups (general duty nurses, practical nurses, nursing aids, kitchen helpers, maids and porters, and laundry workers). The percentages relate to the total employment in hospitals having perquisites for a majority of the workers in the respective groups.

Labor-management contract status. Data refer to the percent of workers in the four broad employment categories, i.e., registered professional nurses, professional and technical employees (except registered nurses), office clerical employees, and nonprofessional employees (except office clerical) in hospitals with (1) a majority, (2) a minority, or (3) none of these workers covered by such contracts.

Supplementary wage provisions. Supplementary benefits and practices were treated statistically on the basis that if formal provisions in a hospital were applicable to one-half or more of the workers in any of the four broad employment categories (e.g., registered professional nurses, office clerical employees, etc.), the practice or benefit was considered applicable to all workers in that category. Similarly, if fewer than one-half of the workers in the group were covered, the practice or benefit was considered nonexistent for that specific group in the hospital. Because of the length-of-service and other eligibility requirements, the proportions of workers receiving the benefits may be smaller than estimated. The following supplementary wage provisions were covered by the survey:

1. "Overtime premium pay." Data for "daily overtime" refers to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. "Weekly overtime" refers to work in excess of a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

2. "Paid holidays." Paid holiday provisions relate to full-day and half-day holidays provided annually.
3. "Paid vacations." The summaries of vacation plans are limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or the supervisor. The periods of service for which data are presented were selected as representative of the most common practices but do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes in provisions which occurred after 6 years.
4. "Health, insurance, and retirement plans." Data are presented for health, insurance, and retirement plans for which all or part of the cost is borne by the employer. Among the plans included are those underwritten by a commercial insurance company, those paid directly by the employer from his current operating funds or from a fund set aside for this purpose; and plans which provide certain types of care at the hospital free or at reduced rates.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the hospital contributed at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions, plans were included if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a portion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Tabulations of hospitalization, surgical, medical, and catastrophe benefit plans are presented separately according to (1) plans providing benefits through insurance, (2) plans providing service in the hospital free or at reduced rates, and (3) combination plans which provide benefits through insurance as well as service in the hospital free or at reduced rates. Catastrophe benefits, sometimes referred to as extended medical benefits, include those plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pension plans are limited to those plans which provide regular payments for the remainder of a retired worker's life. Data on the extent to which hospital employees are covered by the Federal Old-Age, Survivors, and Disability Insurance program are also included, since many hospitals are not automatically covered by the Federal system. Data are presented separately for lump-sum pay (one payment or a specified number over a period of time) made to employees upon retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pensions and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Tabulations on workmen's compensation and unemployment insurance refer to the percent of employees in the four major occupational groups in hospitals providing these benefits.

Table 1. Hospitals: Selected Characteristics, United States and Regions

(Non-Federal hospitals: Numerical distribution of hospitals by selected characteristics, March 1969)

Region and size of community	Nongovernment hospitals						State and local government hospitals					
	Non-Federal hospitals			All nongovernment hospitals			Private nonprofit hospitals			Total		
	Total	Long term	Short term	Total	Long term	Short term	Total	Long term	Short term	Total	Long term	Short term
United States	7,274	1,138	6,416	5,408	550	4,858	1,460	3,944	3,521	2,106	584	1,528
Metropolitan areas	4,702	777	2,694	2,765	390	2,375	712	2,944	2,944	1,571	287	1,284
Nonmetropolitan areas	2,572	361	1,742	2,643	160	2,483	748	1,895	1,577	1,560	101	1,459
North	1,150	120	1,019	1,107	160	947	947	992	882	282	160	122
Metropolitan areas	400	214	546	727	100	627	607	629	527	173	94	79
Nonmetropolitan areas	750	106	596	380	60	320	340	363	355	109	66	43
South	2,649	270	2,179	1,851	146	1,705	1,705	1,040	138	922	124	798
Metropolitan areas	985	194	791	819	116	703	703	488	405	366	78	288
Nonmetropolitan areas	1,664	76	1,588	1,032	30	1,002	1,002	552	517	556	45	511
North Central	2,226	161	1,875	1,436	125	1,311	1,311	1,112	75	1,237	400	837
Metropolitan areas	1,417	107	1,282	985	60	925	925	552	55	1,377	187	1,190
Nonmetropolitan areas	809	54	755	451	65	386	386	560	20	860	213	647
West	1,310	167	1,143	1,014	119	895	895	604	44	960	316	644
Metropolitan areas	719	154	565	62	34	59	59	174	14	178	60	118
Nonmetropolitan areas	591	13	558	390	25	365	365	430	30	430	8	422

NOTE: Dashes indicate insufficient data to warrant presentation.

Table 2. Employees: Selected Characteristics, United States and Regions

(Non-Federal hospitals: Numerical distribution of all employees in hospitals classified by selected characteristics, March 1969)

Region and size of community	Nongovernment hospitals						State and local government hospitals					
	Non-Federal hospitals			All nongovernment hospitals			Private nonprofit hospitals			Total		
	Total	Long term	Short term	Total	Long term	Short term	Total	Long term	Short term	Total	Long term	Short term
United States	2,406,232	182,049	2,096,183	1,675,224	63,758	1,611,466	120,154	1,555,070	51,527	1,503,543	248,791	1,254,752
Metropolitan areas	1,406,102	131,593	1,509,611	1,240,129	52,421	1,187,708	77,903	1,202,406	46,532	1,155,874	178,770	977,104
Nonmetropolitan areas	1,000,130	50,456	949,674	435,095	10,337	424,758	42,251	392,507	5,995	386,512	70,021	316,491
North	710,913	115,500	575,413	526,873	25,079	499,794	507,105	479,648	441,747	184,040	109,421	75,619
Metropolitan areas	576,412	94,745	481,667	428,400	21,112	407,288	410,209	372,198	372,011	131,002	71,613	59,389
Nonmetropolitan areas	134,481	20,755	93,726	98,473	4,967	93,506	8,896	84,735	3,450	4,038	37,808	6,730
South	623,564	90,415	533,149	386,516	14,700	371,816	317,791	312,654	325,132	237,068	79,515	157,553
Metropolitan areas	394,947	54,131	340,816	275,672	12,940	262,732	275,672	262,062	275,672	119,485	41,151	78,533
Nonmetropolitan areas	228,617	36,284	192,333	110,844	1,760	109,084	40,119	69,682	10,460	117,183	38,364	79,219
North Central	727,850	86,403	641,447	516,637	12,186	504,451	505,123	495,752	495,752	211,213	74,217	137,036
Metropolitan areas	479,153	61,313	417,840	336,516	10,337	326,179	336,516	326,179	336,516	151,273	56,949	94,567
Nonmetropolitan areas	248,697	25,090	223,607	180,121	2,849	177,272	168,607	169,573	159,236	59,939	17,268	42,371
West	345,465	19,711	325,754	245,198	9,093	236,105	204,556	204,556	204,556	100,687	30,618	70,069
Metropolitan areas	289,670	16,911	272,759	208,623	8,303	200,320	170,432	170,432	170,432	84,017	26,338	58,104
Nonmetropolitan areas	55,795	2,800	52,995	36,575	900	35,675	34,124	34,124	34,124	16,640	3,280	13,345

NOTE: Dashes indicate insufficient data to warrant presentation.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 3. Hourly Earnings¹ By Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nontransitory employees by average straight-time hourly earnings, March 1966)

	United States					Northeast					South				
	Non-Federal hospitals					Non-Federal hospitals					Non-Federal hospitals				
	Non-Federal	State and local government	Private	Total	Percent of total	Non-Federal	State and local government	Private	Total	Percent of total	Non-Federal	State and local government	Private	Total	Percent of total
Average hourly earnings ²															
Number of employees (in thousands)															
Average hourly earnings ³															
Under \$1.10	4.6	4.2	2.7	7.7	1.1	4.1	4.1	2.7	7.7	1.1	4.1	4.1	2.7	7.7	1.1
Under \$1.15	5.2	2.4	2.1	4.6	2.3	4.3	4.3	2.1	4.6	2.3	4.3	4.3	2.1	4.6	2.3
Under \$1.20	6.7	4.2	1.9	3.2	2.6	1.2	1.2	1.9	3.2	2.6	1.2	1.2	1.9	3.2	2.6
Under \$1.25	8.6	5.1	2.9	4.9	3.1	1.4	1.4	2.9	4.9	3.1	1.4	1.4	2.9	4.9	3.1
Under \$1.30	9.0	7.1	6.2	9.2	1.1	1.4	1.4	6.2	9.2	1.1	1.4	1.4	6.2	9.2	1.1
Under \$1.35	10.2	9.5	4.4	11.7	1.4	1.4	1.4	4.4	11.7	1.4	1.4	1.4	4.4	11.7	1.4
Under \$1.40	12.0	11.2	10.1	14.0	4.4	4.7	4.7	10.1	14.0	4.4	4.7	4.7	10.1	14.0	4.4
Under \$1.45	12.5	13.7	13.7	16.8	8.8	7.4	7.4	13.7	16.8	8.8	7.4	7.4	13.7	16.8	8.8
Under \$1.50	17.5	17.0	13.7	19.9	7.4	9.5	9.5	13.7	19.9	7.4	9.5	9.5	13.7	19.9	7.4
Under \$1.55	20.4	20.2	19.1	20.9	7.4	9.5	9.5	19.1	20.9	7.4	9.5	9.5	19.1	20.9	7.4
Under \$1.60	23.3	23.4	25.3	23.2	10.7	12.9	12.9	25.3	23.2	10.7	12.9	12.9	25.3	23.2	10.7
Under \$1.65	26.4	26.5	25.8	26.0	12.7	15.9	15.9	25.8	26.0	12.7	15.9	15.9	25.8	26.0	12.7
Under \$1.70	32.0	32.1	30.7	30.1	13.0	21.8	21.8	30.7	30.1	13.0	21.8	21.8	30.7	30.1	13.0
Under \$1.75	34.6	35.4	36.5	32.6	20.0	24.5	24.5	36.5	32.6	20.0	24.5	24.5	36.5	32.6	20.0
Under \$1.80	40.5	41.8	40.9	37.4	25.6	30.7	30.7	40.9	37.4	25.6	30.7	30.7	40.9	37.4	25.6
Under \$1.85	43.7	47.2	46.4	42.2	30.6	36.1	36.1	46.4	42.2	30.6	36.1	36.1	46.4	42.2	30.6
Under \$1.90	50.7	52.2	51.5	47.2	36.9	42.6	42.6	51.5	47.2	36.9	42.6	42.6	51.5	47.2	36.9
Under \$1.95	54.0	57.7	56.5	52.7	42.4	47.8	47.8	56.5	52.7	42.4	47.8	47.8	56.5	52.7	42.4
Under \$2.00	59.3	60.7	59.9	56.0	47.4	52.5	52.5	59.9	56.0	47.4	52.5	52.5	59.9	56.0	47.4
Under \$2.05	63.1	65.3	63.5	60.4	51.9	56.7	56.7	63.5	60.4	51.9	56.7	56.7	63.5	60.4	51.9
Under \$2.10	66.2	67.0	66.1	64.2	56.0	60.1	60.1	66.1	64.2	56.0	60.1	60.1	66.1	64.2	56.0
Under \$2.15	69.7	70.2	69.1	67.2	59.3	63.7	63.7	69.1	67.2	59.3	63.7	63.7	69.1	67.2	59.3
Under \$2.20	72.1	72.0	71.4	70.2	60.7	66.7	66.7	71.4	70.2	60.7	66.7	66.7	71.4	70.2	60.7
Under \$2.25	74.4	73.9	73.3	72.5	61.8	69.1	69.1	73.3	72.5	61.8	69.1	69.1	73.3	72.5	61.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2,086.6	1,446.5	1,365.9	619.1	62.4	450.7	450.7	1,365.9	619.1	62.4	450.7	450.7	1,365.9	619.1	62.4
Average hourly earnings ³	\$2.17	\$2.47	\$2.77	\$2.48	\$2.70	\$2.94	\$2.94	\$2.77	\$2.48	\$2.70	\$2.94	\$2.94	\$2.77	\$2.48	\$2.70

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 3. Hourly Earnings¹ By Type of Ownership, United States and Region—Continued

Non-Federal hospitals	Average hourly earnings ²									
	North Central					West				
	Non-Federal	Non-governmental private	State or government	Non-Federal	State or government	Non-Federal	Non-governmental private	State or government	Non-Federal	State or government
Under \$1.10	2.3	2.2	2.2	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.40	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.45	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.50	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.55	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.60	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.65	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.70	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.75	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.80	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.85	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.90	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$1.95	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.00	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.10	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.20	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.30	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.40	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.50	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.60	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.70	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.80	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$2.90	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.00	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.10	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.20	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.30	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.40	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.50	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.60	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.70	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.80	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$3.90	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.00	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.10	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.20	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.30	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.40	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.50	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.60	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.70	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.80	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$4.90	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Under \$5.00	2.4	2.4	2.4	2.5	2.1	2.1	2.2	2.1	2.1	2.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	618.2	618.2	618.2	618.2	618.2	618.2	618.2	618.2	618.2	618.2
Average hourly earnings ³	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45	\$2.45

¹ Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and pay for work on weekends and holidays, as well as value of room, board, or other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Hourly Earnings: Metropolitan Areas, by Type of Ownership, United States and Region¹

Non-Federal hospitals: Current year percent distribution of nonconservatory employees by average straight-time hourly earnings, March 1967

Average hourly earnings ²	United States				North Central				South				West			
	Non-Federal hospitals				Non-Federal hospitals				Non-Federal hospitals				Non-Federal hospitals			
	Num- ber	Gov- ernment	Non- Federal	Gov- ernment	Num- ber	Gov- ernment	Non- Federal	Gov- ernment	Num- ber	Gov- ernment	Non- Federal	Gov- ernment	Num- ber	Gov- ernment	Non- Federal	Gov- ernment
Under \$1.10	1.3	2.2	1.8	1.1	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Under \$1.15	1.6	1.9	1.7	1.1	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Under \$1.20	2.3	3.3	3.4	1.7	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Under \$1.25	3.3	3.3	3.4	1.7	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Under \$1.30	4.1	4.0	4.3	1.7	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Under \$1.35	5.5	5.5	5.3	1.3	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5
Under \$1.40	6.8	6.8	7.0	1.7	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2
Under \$1.45	8.3	8.3	10.9	2.4	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9
Under \$1.50	10.1	10.1	12.4	2.4	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1
Under \$1.55	12.9	12.9	14.4	2.4	10.9	10.9	10.9	10.9	10.9	10.9	10.9	10.9	10.9	10.9	10.9	10.9
Under \$1.60	15.9	15.9	17.4	2.4	13.9	13.9	13.9	13.9	13.9	13.9	13.9	13.9	13.9	13.9	13.9	13.9
Under \$1.65	18.9	18.9	20.4	2.4	16.9	16.9	16.9	16.9	16.9	16.9	16.9	16.9	16.9	16.9	16.9	16.9
Under \$1.70	21.9	21.9	23.4	2.4	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9
Under \$1.75	24.9	24.9	25.4	2.4	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.9	22.9
Under \$1.80	27.9	27.9	28.4	2.4	25.9	25.9	25.9	25.9	25.9	25.9	25.9	25.9	25.9	25.9	25.9	25.9
Under \$1.85	30.9	30.9	31.4	2.4	28.9	28.9	28.9	28.9	28.9	28.9	28.9	28.9	28.9	28.9	28.9	28.9
Under \$1.90	33.9	33.9	34.4	2.4	31.9	31.9	31.9	31.9	31.9	31.9	31.9	31.9	31.9	31.9	31.9	31.9
Under \$1.95	36.9	36.9	37.4	2.4	34.9	34.9	34.9	34.9	34.9	34.9	34.9	34.9	34.9	34.9	34.9	34.9
Under \$2.00	39.9	39.9	40.4	2.4	37.9	37.9	37.9	37.9	37.9	37.9	37.9	37.9	37.9	37.9	37.9	37.9
Under \$2.05	42.9	42.9	43.4	2.4	40.9	40.9	40.9	40.9	40.9	40.9	40.9	40.9	40.9	40.9	40.9	40.9
Under \$2.10	45.9	45.9	46.4	2.4	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9
Under \$2.15	48.9	48.9	49.4	2.4	46.9	46.9	46.9	46.9	46.9	46.9	46.9	46.9	46.9	46.9	46.9	46.9
Under \$2.20	51.9	51.9	52.4	2.4	49.9	49.9	49.9	49.9	49.9	49.9	49.9	49.9	49.9	49.9	49.9	49.9
Under \$2.25	54.9	54.9	55.4	2.4	52.9	52.9	52.9	52.9	52.9	52.9	52.9	52.9	52.9	52.9	52.9	52.9
Under \$2.30	57.9	57.9	58.4	2.4	55.9	55.9	55.9	55.9	55.9	55.9	55.9	55.9	55.9	55.9	55.9	55.9
Under \$2.35	60.9	60.9	61.4	2.4	58.9	58.9	58.9	58.9	58.9	58.9	58.9	58.9	58.9	58.9	58.9	58.9
Under \$2.40	63.9	63.9	64.4	2.4	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9
Under \$2.45	66.9	66.9	67.4	2.4	64.9	64.9	64.9	64.9	64.9	64.9	64.9	64.9	64.9	64.9	64.9	64.9
Under \$2.50	69.9	69.9	70.4	2.4	67.9	67.9	67.9	67.9	67.9	67.9	67.9	67.9	67.9	67.9	67.9	67.9
Under \$2.55	72.9	72.9	73.4	2.4	70.9	70.9	70.9	70.9	70.9	70.9	70.9	70.9	70.9	70.9	70.9	70.9
Under \$2.60	75.9	75.9	76.4	2.4	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9
Under \$2.65	78.9	78.9	79.4	2.4	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9
Under \$2.70	81.9	81.9	82.4	2.4	79.9	79.9	79.9	79.9	79.9	79.9	79.9	79.9	79.9	79.9	79.9	79.9
Under \$2.75	84.9	84.9	85.4	2.4	82.9	82.9	82.9	82.9	82.9	82.9	82.9	82.9	82.9	82.9	82.9	82.9
Under \$2.80	87.9	87.9	88.4	2.4	85.9	85.9	85.9	85.9	85.9	85.9	85.9	85.9	85.9	85.9	85.9	85.9
Under \$2.85	90.9	90.9	91.4	2.4	88.9	88.9	88.9	88.9	88.9	88.9	88.9	88.9	88.9	88.9	88.9	88.9
Under \$2.90	93.9	93.9	94.4	2.4	91.9	91.9	91.9	91.9	91.9	91.9	91.9	91.9	91.9	91.9	91.9	91.9
Under \$2.95	96.9	96.9	97.4	2.4	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9	94.9
Under \$3.00	99.9	99.9	100.4	2.4	97.9	97.9	97.9	97.9	97.9	97.9	97.9	97.9	97.9	97.9	97.9	97.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3	1,480.3
Average hourly earnings ³	\$2.59	\$2.56	\$2.65	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76	\$2.76

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of rooms, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal to 100.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 3. Hourly Earnings Nonmetropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonphysician employees by average straight-time hourly earnings, March 1969)

Average hourly earnings ¹	United States			Southwest			West			North Central			North			West		
	Non-Federal			State and local government			Federal			State and local government			Federal			State and local government		
	Non-Federal	State and local government	Federal	Non-Federal	State and local government	Federal	Non-Federal	State and local government	Federal	Non-Federal	State and local government	Federal	Non-Federal	State and local government	Federal	Non-Federal	State and local government	Federal
Under \$1.10	4.5	2.7	1.0	1.3	1.3	1.0	1.3	1.3	1.0	1.3	1.3	1.0	1.3	1.3	1.0	1.3	1.3	1.0
Under \$1.15	7.2	6.9	3.5	2.1	2.1	1.5	2.1	2.1	1.5	2.1	2.1	1.5	2.1	2.1	1.5	2.1	2.1	1.5
Under \$1.20	10.7	10.7	6.9	3.5	3.5	2.1	3.5	3.5	2.1	3.5	3.5	2.1	3.5	3.5	2.1	3.5	3.5	2.1
Under \$1.25	14.2	14.2	10.7	6.9	6.9	3.5	6.9	6.9	3.5	6.9	6.9	3.5	6.9	6.9	3.5	6.9	6.9	3.5
Under \$1.30	17.5	17.5	14.2	10.7	10.7	6.9	10.7	10.7	6.9	10.7	10.7	6.9	10.7	10.7	6.9	10.7	10.7	6.9
Under \$1.35	22.1	22.1	17.5	14.2	14.2	10.7	14.2	14.2	10.7	14.2	14.2	10.7	14.2	14.2	10.7	14.2	14.2	10.7
Under \$1.40	26.1	26.1	22.1	17.5	17.5	14.2	17.5	17.5	14.2	17.5	17.5	14.2	17.5	17.5	14.2	17.5	17.5	14.2
Under \$1.45	29.4	29.4	26.1	22.1	22.1	17.5	22.1	22.1	17.5	22.1	22.1	17.5	22.1	22.1	17.5	22.1	22.1	17.5
Under \$1.50	32.7	32.7	29.4	26.1	26.1	22.1	26.1	26.1	22.1	26.1	26.1	22.1	26.1	26.1	22.1	26.1	26.1	22.1
Under \$1.55	36.2	36.2	32.7	29.4	29.4	26.1	29.4	29.4	26.1	29.4	29.4	26.1	29.4	29.4	26.1	29.4	29.4	26.1
Under \$1.60	39.6	39.6	36.2	32.7	32.7	29.4	32.7	32.7	29.4	32.7	32.7	29.4	32.7	32.7	29.4	32.7	32.7	29.4
Under \$1.65	42.9	42.9	39.6	36.2	36.2	32.7	36.2	36.2	32.7	36.2	36.2	32.7	36.2	36.2	32.7	36.2	36.2	32.7
Under \$1.70	46.3	46.3	42.9	39.6	39.6	36.2	39.6	39.6	36.2	39.6	39.6	36.2	39.6	39.6	36.2	39.6	39.6	36.2
Under \$1.75	49.8	49.8	46.3	42.9	42.9	39.6	42.9	42.9	39.6	42.9	42.9	39.6	42.9	42.9	39.6	42.9	42.9	39.6
Under \$1.80	53.3	53.3	49.8	46.3	46.3	42.9	46.3	46.3	42.9	46.3	46.3	42.9	46.3	46.3	42.9	46.3	46.3	42.9
Under \$1.85	56.8	56.8	53.3	49.8	49.8	46.3	49.8	49.8	46.3	49.8	49.8	46.3	49.8	49.8	46.3	49.8	49.8	46.3
Under \$1.90	60.4	60.4	56.8	53.3	53.3	49.8	53.3	53.3	49.8	53.3	53.3	49.8	53.3	53.3	49.8	53.3	53.3	49.8
Under \$1.95	64.1	64.1	60.4	56.8	56.8	53.3	56.8	56.8	53.3	56.8	56.8	53.3	56.8	56.8	53.3	56.8	56.8	53.3
Under \$2.00	67.8	67.8	64.1	60.4	60.4	56.8	60.4	60.4	56.8	60.4	60.4	56.8	60.4	60.4	56.8	60.4	60.4	56.8
Under \$2.05	71.5	71.5	67.8	64.1	64.1	60.4	64.1	64.1	60.4	64.1	64.1	60.4	64.1	64.1	60.4	64.1	64.1	60.4
Under \$2.10	75.2	75.2	71.5	67.8	67.8	64.1	67.8	67.8	64.1	67.8	67.8	64.1	67.8	67.8	64.1	67.8	67.8	64.1
Under \$2.15	78.9	78.9	75.2	71.5	71.5	67.8	71.5	71.5	67.8	71.5	71.5	67.8	71.5	71.5	67.8	71.5	71.5	67.8
Under \$2.20	82.6	82.6	78.9	75.2	75.2	71.5	75.2	75.2	71.5	75.2	75.2	71.5	75.2	75.2	71.5	75.2	75.2	71.5
Under \$2.25	86.3	86.3	82.6	78.9	78.9	75.2	78.9	78.9	75.2	78.9	78.9	75.2	78.9	78.9	75.2	78.9	78.9	75.2
Under \$2.30	90.0	90.0	86.3	82.6	82.6	78.9	82.6	82.6	78.9	82.6	82.6	78.9	82.6	82.6	78.9	82.6	82.6	78.9
Under \$2.35	93.7	93.7	90.0	86.3	86.3	82.6	86.3	86.3	82.6	86.3	86.3	82.6	86.3	86.3	82.6	86.3	86.3	82.6
Under \$2.40	97.4	97.4	93.7	90.0	90.0	86.3	90.0	90.0	86.3	90.0	90.0	86.3	90.0	90.0	86.3	90.0	90.0	86.3
Under \$2.45	101.1	101.1	97.4	93.7	93.7	90.0	93.7	93.7	90.0	93.7	93.7	90.0	93.7	93.7	90.0	93.7	93.7	90.0
Under \$2.50	104.8	104.8	101.1	97.4	97.4	93.7	97.4	97.4	93.7	97.4	97.4	93.7	97.4	97.4	93.7	97.4	97.4	93.7
Under \$2.55	108.5	108.5	104.8	101.1	101.1	97.4	101.1	101.1	97.4	101.1	101.1	97.4	101.1	101.1	97.4	101.1	101.1	97.4
Under \$2.60	112.2	112.2	108.5	104.8	104.8	101.1	104.8	104.8	101.1	104.8	104.8	101.1	104.8	104.8	101.1	104.8	104.8	101.1
Under \$2.65	115.9	115.9	112.2	108.5	108.5	104.8	108.5	108.5	104.8	108.5	108.5	104.8	108.5	108.5	104.8	108.5	108.5	104.8
Under \$2.70	119.6	119.6	115.9	112.2	112.2	108.5	112.2	112.2	108.5	112.2	112.2	108.5	112.2	112.2	108.5	112.2	112.2	108.5
Under \$2.75	123.3	123.3	119.6	115.9	115.9	112.2	115.9	115.9	112.2	115.9	115.9	112.2	115.9	115.9	112.2	115.9	115.9	112.2
Under \$2.80	127.0	127.0	123.3	119.6	119.6	115.9	119.6	119.6	115.9	119.6	119.6	115.9	119.6	119.6	115.9	119.6	119.6	115.9
Under \$2.85	130.7	130.7	127.0	123.3	123.3	119.6	123.3	123.3	119.6	123.3	123.3	119.6	123.3	123.3	119.6	123.3	123.3	119.6
Under \$2.90	134.4	134.4	130.7	127.0	127.0	123.3	127.0	127.0	123.3	127.0	127.0	123.3	127.0	127.0	123.3	127.0	127.0	123.3
Under \$2.95	138.1	138.1	134.4	130.7	130.7	127.0	130.7	130.7	127.0	130.7	130.7	127.0	130.7	130.7	127.0	130.7	130.7	127.0
Under \$3.00	141.8	141.8	138.1	134.4	134.4	130.7	134.4	134.4	130.7	134.4	134.4	130.7	134.4	134.4	130.7	134.4	134.4	130.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees in thousands	508.4	389.2	250.2	174.9	100.9	60.9	36.0	21.4	13.1	8.1	4.9	3.0	1.9	1.1	0.7	0.4	0.2	0.1
Average hourly earnings ²	\$2.19	\$2.16	\$2.21	\$2.36	\$2.39	\$2.41	\$2.48	\$2.51	\$2.54	\$2.57	\$2.60	\$2.63	\$2.66	\$2.69	\$2.72	\$2.75	\$2.78	\$2.81

¹ Earnings data include separate payments for work on late shifts but exclude overtime pay for overtime and for work on weekends and holidays, as well as the value of fringe benefits, or other privileges provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.

Table 6. Hourly Earnings: Selected Metropolitan Areas

(Non-Federal hospitals: Cumulative percent distribution of nonemployment employee's by average straight-time hourly earnings, March 1974)

Average hourly earnings ¹	Northeast					South					West- North- Central
	Boston	Buffalo	New York City	Philade- lphia	Sacramento	Atlanta	Indian- apolis	Charlot- te	Little Rock	Mem- phis	Minne- apolis
Under \$ 1.10	1	1	9	22	10	17	11	11	1	1	1
Under \$ 1.15	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.20	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.25	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.30	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.35	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.40	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.45	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.50	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.55	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.60	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.65	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.70	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.75	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.80	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.85	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.90	1	1	9	25	10	17	11	11	1	1	1
Under \$ 1.95	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.00	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.05	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.10	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.15	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.20	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.25	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.30	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.35	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.40	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.45	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.50	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.55	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.60	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.65	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.70	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.75	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.80	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.85	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.90	1	1	9	25	10	17	11	11	1	1	1
Under \$ 2.95	1	1	9	25	10	17	11	11	1	1	1
Under \$ 3.00	1	1	9	25	10	17	11	11	1	1	1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	46.3	16.4	115.1	60.1	3.0	10.8	26.6	3.1	13.1	9.9	14.3
Average hourly earnings ¹	22.92	22.61	23.07	22.44	22.35	22.30	22.48	22.37	22.21	22.25	22.43

See footnote at end of Table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 6. Hourly Earnings Selected Metropolitan Areas—Continued

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,¹ March 1969)

Average hourly earnings ¹	North Central					West				
	Chicago	Cincinnati	Cleveland	Detroit	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach and Santa Ana-Garden Grove	Portland	San Francisco-Oakland
Under \$1.10	2.4	2.7	3.1	3.1	3.1	3.3	3.2	3.2	3.3	3.3
Under \$1.15	4.4	4.7	5.1	5.1	5.1	5.3	5.2	5.2	5.3	5.3
Under \$1.20	6.4	6.7	7.1	7.1	7.1	7.3	7.2	7.2	7.3	7.3
Under \$1.25	8.4	8.7	9.1	9.1	9.1	9.3	9.2	9.2	9.3	9.3
Under \$1.30	10.4	10.7	11.1	11.1	11.1	11.3	11.2	11.2	11.3	11.3
Under \$1.35	12.4	12.7	13.1	13.1	13.1	13.3	13.2	13.2	13.3	13.3
Under \$1.40	14.4	14.7	15.1	15.1	15.1	15.3	15.2	15.2	15.3	15.3
Under \$1.45	16.4	16.7	17.1	17.1	17.1	17.3	17.2	17.2	17.3	17.3
Under \$1.50	18.4	18.7	19.1	19.1	19.1	19.3	19.2	19.2	19.3	19.3
Under \$1.55	20.4	20.7	21.1	21.1	21.1	21.3	21.2	21.2	21.3	21.3
Under \$1.60	22.4	22.7	23.1	23.1	23.1	23.3	23.2	23.2	23.3	23.3
Under \$1.65	24.4	24.7	25.1	25.1	25.1	25.3	25.2	25.2	25.3	25.3
Under \$1.70	26.4	26.7	27.1	27.1	27.1	27.3	27.2	27.2	27.3	27.3
Under \$1.75	28.4	28.7	29.1	29.1	29.1	29.3	29.2	29.2	29.3	29.3
Under \$1.80	30.4	30.7	31.1	31.1	31.1	31.3	31.2	31.2	31.3	31.3
Under \$1.85	32.4	32.7	33.1	33.1	33.1	33.3	33.2	33.2	33.3	33.3
Under \$1.90	34.4	34.7	35.1	35.1	35.1	35.3	35.2	35.2	35.3	35.3
Under \$1.95	36.4	36.7	37.1	37.1	37.1	37.3	37.2	37.2	37.3	37.3
Under \$2.00	38.4	38.7	39.1	39.1	39.1	39.3	39.2	39.2	39.3	39.3
Under \$2.10	40.4	40.7	41.1	41.1	41.1	41.3	41.2	41.2	41.3	41.3
Under \$2.20	42.4	42.7	43.1	43.1	43.1	43.3	43.2	43.2	43.3	43.3
Under \$2.30	44.4	44.7	45.1	45.1	45.1	45.3	45.2	45.2	45.3	45.3
Under \$2.40	46.4	46.7	47.1	47.1	47.1	47.3	47.2	47.2	47.3	47.3
Under \$2.50	48.4	48.7	49.1	49.1	49.1	49.3	49.2	49.2	49.3	49.3
Under \$2.60	50.4	50.7	51.1	51.1	51.1	51.3	51.2	51.2	51.3	51.3
Under \$2.70	52.4	52.7	53.1	53.1	53.1	53.3	53.2	53.2	53.3	53.3
Under \$2.80	54.4	54.7	55.1	55.1	55.1	55.3	55.2	55.2	55.3	55.3
Under \$2.90	56.4	56.7	57.1	57.1	57.1	57.3	57.2	57.2	57.3	57.3
Under \$3.00	58.4	58.7	59.1	59.1	59.1	59.3	59.2	59.2	59.3	59.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	79.9	14.2	23.6	44.6	25.3	27.9	15.9	71.9	11.5	28.4
Average hourly earnings ¹	\$2.75	\$2.50	\$2.58	\$2.83	\$2.75	\$2.98	\$2.59	\$2.88	\$2.62	\$3.30

¹ Earnings data include overtime payments for work in late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 7. Hourly Earnings, Short-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonunion hospital employees by average straight-time hourly earnings, 1 March 1969)

Average hourly earnings ¹	United States				North-Central				South				West			
	Hospitals				Hospitals				Hospitals				Hospitals			
	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government
Under \$1.10	3.3	2.2	2.5	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1
Under \$1.15	3.4	2.8	5.4	4.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
Under \$1.20	7.0	4.4	8.4	6.8	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9	5.9
Under \$1.25	11.4	7.2	14.2	11.0	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1
Under \$1.30	11.0	9.4	16.9	12.8	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1	10.1
Under \$1.35	12.9	11.1	19.9	14.6	12.9	12.9	12.9	12.9	12.9	12.9	12.9	12.9	12.9	12.9	12.9	12.9
Under \$1.40	16.1	14.3	22.9	18.8	16.1	16.1	16.1	16.1	16.1	16.1	16.1	16.1	16.1	16.1	16.1	16.1
Under \$1.45	18.4	16.8	25.4	21.1	18.4	18.4	18.4	18.4	18.4	18.4	18.4	18.4	18.4	18.4	18.4	18.4
Under \$1.50	21.6	20.0	27.6	24.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6
Under \$1.55	24.7	23.2	30.3	27.5	24.7	24.7	24.7	24.7	24.7	24.7	24.7	24.7	24.7	24.7	24.7	24.7
Under \$1.60	27.4	26.3	32.5	29.8	27.4	27.4	27.4	27.4	27.4	27.4	27.4	27.4	27.4	27.4	27.4	27.4
Under \$1.65	30.6	29.5	34.8	32.1	30.6	30.6	30.6	30.6	30.6	30.6	30.6	30.6	30.6	30.6	30.6	30.6
Under \$1.70	33.4	32.5	36.9	34.5	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4
Under \$1.75	36.0	35.2	39.0	36.8	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0
Under \$1.80	38.0	37.6	41.6	39.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0	38.0
Under \$1.85	40.2	39.7	44.0	41.3	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2
Under \$1.90	42.0	41.6	46.0	43.7	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0
Under \$1.95	44.2	43.7	48.0	46.0	44.2	44.2	44.2	44.2	44.2	44.2	44.2	44.2	44.2	44.2	44.2	44.2
Under \$2.00	46.3	45.8	50.8	48.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3	46.3
Under \$2.05	48.0	47.6	53.6	50.6	48.0	48.0	48.0	48.0	48.0	48.0	48.0	48.0	48.0	48.0	48.0	48.0
Under \$2.10	50.0	49.6	56.0	52.9	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
Under \$2.15	52.0	51.6	58.4	55.2	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0
Under \$2.20	54.0	53.6	60.8	57.5	54.0	54.0	54.0	54.0	54.0	54.0	54.0	54.0	54.0	54.0	54.0	54.0
Under \$2.25	56.0	55.2	63.2	59.8	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0
Under \$2.30	58.0	56.8	65.6	62.1	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0
Under \$2.35	60.0	58.4	68.0	64.4	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0
Under \$2.40	62.0	60.0	70.4	66.7	62.0	62.0	62.0	62.0	62.0	62.0	62.0	62.0	62.0	62.0	62.0	62.0
Under \$2.45	64.0	61.6	72.8	69.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0	64.0
Under \$2.50	66.0	63.2	75.2	71.3	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0
Under \$2.55	68.0	64.8	77.6	73.6	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0	68.0
Under \$2.60	70.0	66.4	80.0	75.9	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0
Under \$2.65	72.0	68.0	82.4	78.2	72.0	72.0	72.0	72.0	72.0	72.0	72.0	72.0	72.0	72.0	72.0	72.0
Under \$2.70	74.0	69.6	84.8	80.5	74.0	74.0	74.0	74.0	74.0	74.0	74.0	74.0	74.0	74.0	74.0	74.0
Under \$2.75	76.0	71.2	87.2	82.8	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0	76.0
Under \$2.80	78.0	72.8	89.6	85.1	78.0	78.0	78.0	78.0	78.0	78.0	78.0	78.0	78.0	78.0	78.0	78.0
Under \$2.85	80.0	74.4	92.0	87.4	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0
Under \$2.90	82.0	76.0	94.4	89.7	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0
Under \$2.95	84.0	77.6	96.8	92.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0	84.0
Under \$3.00	86.0	79.2	99.2	94.3	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0	86.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees ² , see (in thousands)	1,771.2	1,398.6	372.6	468.1	429.1	59.0	666.6	326.1	1,38.5	560.7	444.6	116.1	257.8	198.8	59.0	92.61
Average hourly earnings ³	92.96	92.87	92.82	92.68	92.65	92.90	92.12	92.16	92.03	92.44	92.44	92.45	92.73	92.70	92.70	92.61

¹ Earnings data include wage rate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value in rooms, board, or other perquisites provided in addition to cash wages.

² Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table R. Hourly Earnings, Long-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings, ¹ March 1969)

Average hourly earnings ¹	United States				Hospitals—				North Central				West			
	United States				South				North Central				West			
	Non-Federal	State and local government	Federal	State and local government	Non-Federal	State and local government	Federal	State and local government	Non-Federal	State and local government	Federal	State and local government	Non-Federal	State and local government	Federal	State and local government
Under \$1.10	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Under \$1.15	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8
Under \$1.20	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7
Under \$1.25	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7
Under \$1.30	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1	13.1
Under \$1.35	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2	15.2
Under \$1.40	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4
Under \$1.45	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7	19.7
Under \$1.50	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6
Under \$1.55	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6
Under \$1.60	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6
Under \$1.65	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9	27.9
Under \$1.70	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1	30.1
Under \$1.75	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4	32.4
Under \$1.80	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8	34.8
Under \$1.85	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0	37.0
Under \$1.90	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3	39.3
Under \$1.95	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6	41.6
Under \$2.00	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9	43.9
Under \$2.05	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2
Under \$2.10	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5	48.5
Under \$2.15	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8	50.8
Under \$2.20	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1	53.1
Under \$2.25	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4	55.4
Under \$2.30	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7	57.7
Under \$2.35	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0
Under \$2.40	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3
Under \$2.45	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6	64.6
Under \$2.50	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9
Under \$2.55	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2	69.2
Under \$2.60	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5
Under \$2.65	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8	73.8
Under \$2.70	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1	76.1
Under \$2.75	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4	78.4
Under \$2.80	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7	80.7
Under \$2.85	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0	83.0
Under \$2.90	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3	85.3
Under \$2.95	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6	87.6
Under \$3.00	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9	89.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	29.4	51.0	299.5	115.3	21.6	93.7	75.3	11.9	63.3	73.5	9.8	63.7	33.3	7.6	25.7	
Average hourly earnings ¹	\$2.54	\$2.34	\$2.58	\$2.70	\$2.49	\$2.82	\$2.08	\$1.98	\$2.09	\$2.52	\$2.33	\$2.55	\$2.87	\$2.90	\$2.90	

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 9. Hourly Earnings: Men and Women, United States and Regions

(Non-Federal hospitals: Cumulative percent distribution of non-supervisory employees by average straight-time hourly earnings,¹ March 1960)

Average hourly earnings ¹	United States		Northeast		South		North Central		West	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under \$1.10	2.4	3.8	1.1	1.0	1.0	1.3	3	3	5	4.1
Under \$1.15	3.6	4.9	2.3	2.5	1.9	2.9	2.5	2.5	1.2	1.6
Under \$1.20	5.1	6.9	3.9	4.9	3.3	4.9	3.9	3.9	2.3	3.1
Under \$1.25	8.2	10.6	6.6	8.1	5.7	7.6	6.6	6.6	3.4	4.9
Under \$1.30	11.3	14.5	9.1	10.6	7.6	9.1	9.1	9.1	4.9	6.6
Under \$1.35	14.5	18.2	12.2	13.7	10.6	12.2	12.2	12.2	6.6	8.2
Under \$1.40	17.4	21.1	15.4	16.9	13.7	15.4	15.4	15.4	8.2	10.6
Under \$1.45	20.7	24.1	18.2	19.7	16.9	18.2	18.2	18.2	10.6	12.2
Under \$1.50	24.1	27.1	21.1	22.6	19.7	21.1	21.1	21.1	12.2	14.5
Under \$1.55	27.1	30.1	24.1	25.1	22.6	24.1	24.1	24.1	14.5	16.9
Under \$1.60	30.1	33.1	27.1	28.1	25.1	27.1	27.1	27.1	16.9	19.7
Under \$1.65	33.1	36.1	30.1	31.1	28.1	30.1	30.1	30.1	19.7	22.6
Under \$1.70	36.1	39.1	33.1	34.1	31.1	33.1	33.1	33.1	22.6	25.1
Under \$1.75	39.1	42.1	36.1	37.1	34.1	36.1	36.1	36.1	25.1	28.1
Under \$1.80	42.1	45.1	39.1	40.1	37.1	39.1	39.1	39.1	28.1	31.1
Under \$1.85	45.1	48.1	42.1	43.1	40.1	42.1	42.1	42.1	31.1	34.1
Under \$1.90	48.1	51.1	45.1	46.1	43.1	45.1	45.1	45.1	34.1	37.1
Under \$1.95	51.1	54.1	48.1	49.1	46.1	48.1	48.1	48.1	37.1	40.1
Under \$2.00	54.1	57.1	51.1	52.1	49.1	51.1	51.1	51.1	40.1	43.1
Under \$2.10	57.1	60.1	54.1	55.1	52.1	54.1	54.1	54.1	43.1	46.1
Under \$2.20	60.1	63.1	57.1	58.1	55.1	57.1	57.1	57.1	46.1	49.1
Under \$2.30	63.1	66.1	60.1	61.1	58.1	60.1	60.1	60.1	49.1	52.1
Under \$2.40	66.1	69.1	63.1	64.1	61.1	63.1	63.1	63.1	52.1	55.1
Under \$2.50	69.1	72.1	66.1	67.1	64.1	66.1	66.1	66.1	55.1	58.1
Under \$2.60	72.1	75.1	69.1	70.1	67.1	69.1	69.1	69.1	58.1	61.1
Under \$2.70	75.1	78.1	72.1	73.1	70.1	72.1	72.1	72.1	61.1	64.1
Under \$2.80	78.1	81.1	75.1	76.1	73.1	75.1	75.1	75.1	64.1	67.1
Under \$2.90	81.1	84.1	78.1	79.1	76.1	78.1	78.1	78.1	67.1	70.1
Under \$3.00	84.1	87.1	81.1	82.1	79.1	81.1	81.1	81.1	70.1	73.1
Under \$3.10	87.1	90.1	84.1	85.1	82.1	84.1	84.1	84.1	73.1	76.1
Under \$3.20	90.1	93.1	87.1	88.1	85.1	87.1	87.1	87.1	76.1	79.1
Under \$3.30	93.1	96.1	90.1	91.1	88.1	90.1	90.1	90.1	79.1	82.1
Under \$3.40	96.1	99.1	93.1	94.1	91.1	93.1	93.1	93.1	82.1	85.1
Under \$3.50	99.1	100.0	96.1	97.1	94.1	96.1	96.1	96.1	85.1	88.1
Under \$3.60	100.0	100.0	99.1	100.0	97.1	99.1	99.1	99.1	88.1	91.1
Under \$3.70	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	91.1	94.1
Under \$3.80	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	94.1	97.1
Under \$3.90	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	97.1	100.0
Under \$4.00	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	389.6	1,679.0	137.0	606.6	102.9	56.6	537.6	53.1	216.0	216.0
Average hourly earnings ²	\$2.55	\$2.45	\$2.72	\$2.69	\$2.10	\$2.11	\$2.66	\$2.41	\$2.78	\$2.74

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of non-cash benefits and other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

N.B.T.E. Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 10. Hourly Earnings. Selected Occupational Groups by Sex, Non-Federal Hospitals

Non-Federal hospitals: Cumulative percent distribution of nonpermanently employed by average straight-time hourly earnings, ¹ United States, March 1960

Average hourly earnings ¹	Kitchen helpers			Laundry workers			Maids and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10	Under \$1.10
Under \$1.10	10.7	6.9	14.9	5.2	4.2	5.5	4.6	5.6	10.0	4.1	4.1	4.1
Under \$1.15	18.6	12.7	24.0	9.3	7.8	10.5	9.3	11.9	17.3	8.4	8.4	8.4
Under \$1.20	27.3	18.8	35.0	14.0	11.5	15.6	13.9	17.3	24.7	13.3	13.3	13.3
Under \$1.25	34.8	24.0	42.5	18.5	15.5	20.0	18.4	22.1	32.3	18.3	18.3	18.3
Under \$1.30	41.0	29.0	48.0	22.5	19.0	24.0	22.7	26.6	39.8	23.7	23.7	23.7
Under \$1.35	46.8	34.2	52.0	26.5	22.5	28.0	26.1	30.2	45.8	27.8	27.8	27.8
Under \$1.40	51.0	38.2	56.0	30.5	26.5	32.0	29.1	34.0	50.8	31.9	31.9	31.9
Under \$1.45	54.8	41.2	59.0	33.5	29.5	35.0	32.1	37.0	54.8	34.9	34.9	34.9
Under \$1.50	57.0	43.2	61.0	35.5	31.5	37.0	34.1	39.0	57.8	36.9	36.9	36.9
Under \$1.55	58.0	44.2	62.0	36.5	32.5	38.0	35.1	40.0	58.8	37.9	37.9	37.9
Under \$1.60	59.0	45.2	63.0	37.5	33.5	39.0	36.1	41.0	59.8	38.9	38.9	38.9
Under \$1.65	60.0	46.2	64.0	38.5	34.5	40.0	37.1	42.0	60.8	39.9	39.9	39.9
Under \$1.70	61.0	47.2	65.0	39.5	35.5	41.0	38.1	43.0	61.8	40.9	40.9	40.9
Under \$1.75	62.0	48.2	66.0	40.5	36.5	42.0	39.1	44.0	62.8	41.9	41.9	41.9
Under \$1.80	63.0	49.2	67.0	41.5	37.5	43.0	40.1	45.0	63.8	42.9	42.9	42.9
Under \$1.85	64.0	50.2	68.0	42.5	38.5	44.0	41.1	46.0	64.8	43.9	43.9	43.9
Under \$1.90	65.0	51.2	69.0	43.5	39.5	45.0	42.1	47.0	65.8	44.9	44.9	44.9
Under \$1.95	66.0	52.2	70.0	44.5	40.5	46.0	43.1	48.0	66.8	45.9	45.9	45.9
Under \$2.00	67.0	53.2	71.0	45.5	41.5	47.0	44.1	49.0	67.8	46.9	46.9	46.9
Under \$2.05	68.0	54.2	72.0	46.5	42.5	48.0	45.1	50.0	68.8	47.9	47.9	47.9
Under \$2.10	69.0	55.2	73.0	47.5	43.5	49.0	46.1	51.0	69.8	48.9	48.9	48.9
Under \$2.15	70.0	56.2	74.0	48.5	44.5	50.0	47.1	52.0	70.8	49.9	49.9	49.9
Under \$2.20	71.0	57.2	75.0	49.5	45.5	51.0	48.1	53.0	71.8	50.9	50.9	50.9
Under \$2.25	72.0	58.2	76.0	50.5	46.5	52.0	49.1	54.0	72.8	51.9	51.9	51.9
Under \$2.30	73.0	59.2	77.0	51.5	47.5	53.0	50.1	55.0	73.8	52.9	52.9	52.9
Under \$2.35	74.0	60.2	78.0	52.5	48.5	54.0	51.1	56.0	74.8	53.9	53.9	53.9
Under \$2.40	75.0	61.2	79.0	53.5	49.5	55.0	52.1	57.0	75.8	54.9	54.9	54.9
Under \$2.45	76.0	62.2	80.0	54.5	50.5	56.0	53.1	58.0	76.8	55.9	55.9	55.9
Under \$2.50	77.0	63.2	81.0	55.5	51.5	57.0	54.1	59.0	77.8	56.9	56.9	56.9
Under \$2.55	78.0	64.2	82.0	56.5	52.5	58.0	55.1	60.0	78.8	57.9	57.9	57.9
Under \$2.60	79.0	65.2	83.0	57.5	53.5	59.0	56.1	61.0	79.8	58.9	58.9	58.9
Under \$2.65	80.0	66.2	84.0	58.5	54.5	60.0	57.1	62.0	80.8	59.9	59.9	59.9
Under \$2.70	81.0	67.2	85.0	59.5	55.5	61.0	58.1	63.0	81.8	60.9	60.9	60.9
Under \$2.75	82.0	68.2	86.0	60.5	56.5	62.0	59.1	64.0	82.8	61.9	61.9	61.9
Under \$2.80	83.0	69.2	87.0	61.5	57.5	63.0	60.1	65.0	83.8	62.9	62.9	62.9
Under \$2.85	84.0	70.2	88.0	62.5	58.5	64.0	61.1	66.0	84.8	63.9	63.9	63.9
Under \$2.90	85.0	71.2	89.0	63.5	59.5	65.0	62.1	67.0	85.8	64.9	64.9	64.9
Under \$2.95	86.0	72.2	90.0	64.5	60.5	66.0	63.1	68.0	86.8	65.9	65.9	65.9
Under \$3.00	87.0	73.2	91.0	65.5	61.5	67.0	64.1	69.0	87.8	66.9	66.9	66.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	135.8	75.2	110.2	46.8	11.2	37.6	37.3	59.7	97.6	382.0	85.8	316.5
Average hourly earnings ¹	\$1.83	\$1.97	\$1.90	\$1.95	\$2.13	\$1.89	\$1.90	\$2.02	\$1.83	\$1.93	\$2.07	\$1.91

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 10. Hourly Earnings: Selected Occupational Groups by Sex, Non-Federal Hospitals—Continued

(Non-Federal hospitals: Cumulative percent distribution of non supervisory employees by average straight-time hourly earnings, ¹ United States, March 1969)

Average hourly earnings ¹	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under \$1.10	2.2	0	2.2	1.1	0	1.1	0	—	0
Under \$1.15	1.1	1.9	1.1	1.1	0	2.2	0	—	0
Under \$1.40	1.7	1.4	1.7	3.3	1.1	3.3	0	—	0
Under \$1.45	2.6	1.9	2.6	4.4	1.1	4.4	0	—	0
Under \$1.50	3.3	2.2	3.3	5.5	1.1	5.5	0	—	0
Under \$1.55	4.4	3.8	4.4	6.6	2.2	6.6	1.1	—	1.1
Under \$1.60	6.6	5.0	6.6	12.2	4.4	12.2	2.2	—	2.2
Under \$1.65	8.8	7.1	8.8	13.3	5.5	13.3	3.3	—	3.3
Under \$1.70	11.1	9.0	11.1	14.4	6.6	14.4	4.4	—	4.4
Under \$1.75	14.0	10.7	14.0	16.6	7.7	16.6	5.5	—	5.5
Under \$1.80	17.5	13.5	17.5	18.8	8.8	18.8	6.6	—	6.6
Under \$1.85	21.0	15.4	21.0	21.1	10.0	21.1	7.7	—	7.7
Under \$1.90	24.7	17.9	24.7	23.3	11.1	23.3	8.8	—	8.8
Under \$1.95	28.7	20.6	28.7	25.5	12.2	25.5	9.9	—	9.9
Under \$2.00	32.0	23.1	32.0	27.7	13.3	27.7	11.1	—	11.1
Under \$2.10	41.3	30.3	41.3	35.5	16.6	35.5	13.3	—	13.3
Under \$2.20	49.7	35.1	49.7	40.0	19.9	40.0	15.5	—	15.5
Under \$2.40	57.2	41.5	57.2	44.4	22.2	44.4	17.7	—	17.7
Under \$2.60	64.0	46.4	64.0	47.7	24.4	47.7	19.9	—	19.9
Under \$2.80	69.8	51.5	69.8	50.0	26.6	50.0	21.1	—	21.1
Under \$3.00	75.6	56.8	75.6	52.2	28.8	52.2	23.3	—	23.3
Under \$3.20	80.0	61.2	80.0	54.4	30.0	54.4	25.5	—	25.5
Under \$3.40	83.7	64.7	83.7	56.6	32.2	56.6	27.7	—	27.7
Under \$3.60	86.6	67.9	86.6	58.8	34.4	58.8	29.9	—	29.9
Under \$3.80	89.5	70.1	89.5	61.1	36.6	61.1	32.2	—	32.2
Under \$4.00	92.0	72.2	92.0	63.3	38.8	63.3	34.4	—	34.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	298.1	14.7	283.5	182.1	4.1	178.0	301.1	1.8	299.4
Average hourly earnings ¹	\$2.10	\$2.66	\$2.29	\$2.54	\$2.79	\$2.53	\$3.63	\$3.76	\$3.63

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table II. Hourly Earnings: Selected Occupational Groups by Sex, Nongovernment Hospitals

(Nongovernment hospitals: Cumulative percent distribution of nonprofessional employees by average straight-time hourly earnings, United States, March 1969)

Average hourly earnings ¹	Kitchen helpers			Laundry workers			Maids and porters			Nursing aides		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under \$1.10	4.6	7.7	16.8	2.3	3.3	4.4	3.3	4.7	5.5	3.3	4.2	4.4
Under \$1.15	10.1	7.1	16.8	9.5	3.6	4.7	7.4	6.7	8.9	4.5	2.0	4.4
Under \$1.20	18.3	10.0	15.3	7.7	4.0	8.1	10.5	6.4	12.0	7.2	3.0	7.7
Under \$1.25	26.8	13.0	20.0	9.8	5.9	10.4	13.6	8.7	16.4	11.3	5.7	12.0
Under \$1.30	31.6	18.4	23.0	12.0	7.3	13.3	16.3	10.8	19.5	14.3	7.4	15.1
Under \$1.35	36.0	19.1	28.4	16.4	9.8	18.4	20.9	15.3	24.1	18.7	11.6	19.6
Under \$1.40	39.6	22.3	32.4	20.1	12.3	22.3	23.9	17.9	27.4	22.1	13.6	21.3
Under \$1.45	43.4	30.4	41.4	27.0	17.4	29.9	30.5	24.0	34.9	27.5	17.0	28.7
Under \$1.50	45.3	35.6	47.4	32.7	23.9	34.6	34.8	28.5	39.7	32.7	20.1	33.7
Under \$1.55	51.5	40.9	53.8	39.1	28.6	40.8	40.7	30.5	46.7	34.4	24.1	39.9
Under \$1.60	57.5	46.2	59.5	43.3	34.5	46.1	46.6	35.7	53.0	43.8	31.5	45.7
Under \$1.65	61.4	53.6	65.5	49.3	40.0	52.1	52.2	40.7	58.9	46.1	37.2	50.5
Under \$1.70	68.1	58.7	70.1	54.8	44.8	57.7	57.3	45.4	64.3	54.6	42.9	56.0
Under \$1.75	72.2	61.5	74.5	60.9	52.0	63.5	62.0	50.1	69.0	59.4	47.1	60.9
Under \$1.80	76.3	65.8	78.5	65.9	56.4	69.2	66.8	54.9	73.8	63.7	51.5	65.2
Under \$1.85	82.4	72.4	85.0	74.2	60.5	78.3	75.4	64.7	81.7	72.6	61.5	74.0
Under \$1.90	87.6	78.6	89.5	81.0	67.5	85.0	81.1	71.4	86.8	79.6	70.5	80.7
Under \$1.95	91.8	84.7	93.3	85.8	74.5	89.1	86.8	78.9	91.4	85.4	74.6	86.3
Under \$2.00	95.3	90.1	95.4	89.4	79.0	92.7	91.8	86.4	95.0	89.9	84.3	90.0
Under \$2.05	96.9	93.3	97.7	92.5	84.9	94.7	94.8	91.1	96.9	93.4	86.6	94.0
Under \$2.10	98.3	96.0	98.7	95.0	89.4	96.7	96.8	94.9	99.0	95.6	92.7	96.0
Under \$2.15	98.9	97.1	99.3	96.7	92.6	99.0	98.2	96.9	99.0	97.2	94.8	97.5
Under \$2.20	99.3	98.1	99.6	98.0	94.7	99.1	98.9	97.8	99.5	98.3	97.0	99.4
Under \$2.25	99.7	98.2	99.8	98.5	95.9	99.3	99.2	98.4	99.7	98.9	98.3	99.0
Under \$2.30	99.8	98.4	99.9	98.9	96.7	99.5	99.5	98.9	99.8	99.4	98.9	99.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	95.5	16.8	78.7	33.5	7.6	25.9	112.1	41.5	70.6	275.5	30.0	285.6
Average hourly earnings ¹	\$1.76	\$1.90	\$1.76	\$1.90	\$2.05	\$1.86	\$1.86	\$1.98	\$1.80	\$1.90	\$2.01	\$1.88

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 11. Hourly Earnings: Selected Occupational Groups by Sex, Nongovernment Hospitals—Continued

(Nongovernment hospitals): Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,¹ United States, March 1969

Average hourly earnings ¹	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under \$1.10	1.1	2.1	1.1	1.1	2	1.1	•	•	•
Under \$1.15	1.5	1.5	1.5	1.1	2	1.1	•	•	•
Under \$1.20	2.3	2.1	2.3	1.5	2	1.3	•	•	•
Under \$1.25	2.9	2.1	2.9	1.5	2	1.5	•	•	•
Under \$1.30	4.4	3.5	4.4	1.9	•	1.9	•	•	•
Under \$1.35	5.5	4.6	5.5	1.2	•	1.2	•	•	•
Under \$1.40	6.7	5.5	6.7	1.2	•	1.2	•	•	•
Under \$1.45	7.9	6.7	7.9	1.1	•	1.1	•	•	•
Under \$1.50	10.1	8.7	10.1	1.1	•	1.1	•	•	•
Under \$1.55	11.0	10.4	11.0	1.3	•	1.3	•	•	•
Under \$1.60	16.6	12.9	16.6	2.1	1.6	2.1	•	•	•
Under \$1.65	20.1	17.7	20.1	2.1	1.6	2.1	•	•	•
Under \$1.70	24.1	20.5	24.1	2.7	2.7	2.7	•	•	•
Under \$1.75	28.2	24.2	28.2	9.0	4.2	9.0	1.1	1.1	1.1
Under \$1.80	31.7	23.2	31.7	10.6	5.1	10.7	1.1	1.1	1.1
Under \$2.00	41.9	31.6	42.4	13.5	7.7	13.7	1.1	1.1	1.1
Under \$2.20	50.1	42.7	50.4	13.1	13.1	13.1	1.1	1.1	1.1
Under \$2.40	55.9	47.9	56.4	10.1	23.0	10.1	1.1	1.1	1.1
Under \$2.60	61.7	52.0	60.8	40.8	34.6	40.9	1.1	1.1	1.1
Under \$2.80	71.7	62.0	72.7	56.5	45.7	56.6	1.1	1.1	1.1
Under \$3.00	77.5	67.9	78.5	67.6	55.4	68.7	1.1	1.1	1.1
Under \$3.20	81.7	72.2	82.2	75.1	60.6	75.2	1.1	1.1	1.1
Under \$3.40	84.4	74.4	84.4	80.1	69.6	80.1	1.1	1.1	1.1
Under \$3.60	88.6	78.6	89.5	80.1	78.0	80.1	1.1	1.1	1.1
Under \$3.80	90.9	79.4	91.7	85.4	79.2	85.5	1.1	1.1	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Percent of employees (in thousands)	219.6	11.0	208.6	114.8	2.4	132.0	245.9	14.2	244.6
Average hourly earnings ¹	62.29	62.65	62.27	62.52	62.65	62.52	63.63	63.73	63.63

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 12. Hourly Earnings: Selected Occupational Groups by Sex, State and Local Government Hospitals

State and local government hospitals: Cumulative percent distribution of nonprofessional employees by average straight-time hourly earnings.¹ Control dates, March 1960

Average hourly earnings ¹	Nurses helpers			Laundry workers			Maid and patient				Nursing help	
	All		Men	All		Men	All		Men	Women	All	Men
	Men	Women		Men	Women		Men	Women				
Under \$1.10	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.15	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.20	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.25	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.30	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.35	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.40	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.45	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.50	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.55	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.60	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.65	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.70	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.75	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.80	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.85	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.90	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$1.95	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.00	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.05	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.10	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.15	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.20	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.25	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.30	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.35	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.40	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.45	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.50	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.55	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.60	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.65	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.70	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.75	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.80	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.85	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.90	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$2.95	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Under \$3.00	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4	10.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees in thousands	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9	19.9
Average hourly earnings ¹	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91	\$1.91

See footnote at end of table.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 12. Hourly Earnings. Selected Occupational Groups by Sex, State and Local Government Hospitals—Continued

(State and local government hospitals: Cumulative percent distribution of non-supervisory employees by average straighttime hourly earnings.¹ United States, March 1969)

Average hourly earnings ¹	Office clerical employees			Practical nurses			General duty registered nurses		
	All	Men	Women	All	Men	Women	All	Men	Women
Under \$1.00	3	—	13	2	—	2	2	—	2
Under \$1.10	17	4	19	2	—	2	2	—	2
Under \$1.20	21	10	24	3	—	3	2	—	2
Under \$1.30	33	12	36	5	—	5	2	—	2
Under \$1.40	43	21	46	5	—	5	2	—	2
Under \$1.50	60	35	61	6	—	6	2	—	2
Under \$1.60	84	61	87	10	—	10	2	—	2
Under \$1.70	104	80	109	23	—	23	2	—	2
Under \$1.80	136	103	142	25	—	25	2	—	2
Under \$1.90	167	117	169	34	—	34	2	—	2
Under \$2.00	200	151	202	53	—	53	2	—	2
Under \$2.10	234	186	238	61	—	61	2	—	2
Under \$2.20	267	209	271	84	—	84	2	—	2
Under \$2.30	300	226	304	100	—	100	2	—	2
Under \$2.40	329	266	334	123	—	123	2	—	2
Under \$2.50	394	312	400	189	—	189	2	—	2
Under \$2.60	479	384	487	263	—	263	2	—	2
Under \$2.70	534	418	542	329	—	329	2	—	2
Under \$2.80	588	461	596	406	—	406	2	—	2
Under \$2.90	645	501	652	488	—	488	2	—	2
Under \$3.00	705	535	713	567	—	567	2	—	2
Under \$3.10	753	586	761	612	—	612	2	—	2
Under \$3.20	788	624	796	670	—	670	2	—	2
Under \$3.30	819	647	828	721	—	721	2	—	2
Under \$3.40	856	703	864	762	—	762	2	—	2
Under \$3.50	896	743	904	800	—	800	2	—	2
Under \$3.60	936	786	944	873	—	873	2	—	2
Under \$3.70	976	820	984	923	—	923	2	—	2
Under \$3.80	1000	850	1000	953	—	953	2	—	2
Under \$3.90	1000	879	1000	973	—	973	2	—	2
Under \$4.00	1000	900	1000	983	—	983	2	—	2
Under \$4.10	1000	920	1000	993	—	993	2	—	2
Under \$4.20	1000	940	1000	1000	—	1000	2	—	2
Under \$4.30	1000	960	1000	1000	—	1000	2	—	2
Under \$4.40	1000	980	1000	1000	—	1000	2	—	2
Under \$4.50	1000	1000	1000	1000	—	1000	2	—	2
Under \$4.60	1000	1000	1000	1000	—	1000	2	—	2
Under \$4.70	1000	1000	1000	1000	—	1000	2	—	2
Under \$4.80	1000	1000	1000	1000	—	1000	2	—	2
Under \$4.90	1000	1000	1000	1000	—	1000	2	—	2
Under \$5.00	1000	1000	1000	1000	—	1000	2	—	2
Total	1000	1000	1000	1000	1000	1000	1000	1000	1000
Number of employees (in thousands)	78.6	31.7	76.9	67.3	1.4	66.0	55.3	1.5	56.8
Average hourly earnings ¹	\$2.36	\$2.68	\$2.23	\$2.59	\$3.06	\$2.59	\$3.63	\$3.87	\$3.62

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 1A. Weekly Hours of Work: By Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of noncompensatory employees by weekly hours of work, March 1969)

Weekly hours of work	United States						North						South					
	Non-Federal			Federal			Non-Federal			Federal			Non-Federal			Federal		
	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government
Under 15	5.6	6.6	3.3	5.8	7.1	7.2	1.5	1.6	1.5	1.6	1.6	1.5	1.6	1.6	1.5	1.6	1.6	1.5
15 and under 40	17.7	20.7	20.8	16.1	22.1	22.0	16.1	22.1	22.0	16.1	22.1	22.0	16.1	22.1	22.0	16.1	22.1	22.0
40	12.7	15.0	15.1	9.8	20.6	21.7	11.7	21.7	21.7	11.7	21.7	21.7	11.7	21.7	21.7	11.7	21.7	21.7
Over 40 and including 44	54.0	47.9	47.6	68.6	41.3	41.3	55.5	41.3	41.3	55.5	41.3	41.3	55.5	41.3	41.3	55.5	41.3	41.3
Over 44 and including 48	2.5	2.2	2.6	1.9	2.2	2.3	1.7	2.2	2.3	1.7	2.2	2.3	1.7	2.2	2.3	1.7	2.2	2.3
Over 48	1.3	1.4	1.4	1.2	1.4	1.4	.6	1.2	1.4	.6	1.2	1.4	.6	1.2	1.4	.6	1.2	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2064.6	1402.5	1366.9	612.1	623.4	650.7	636.5	152.7	519.9	338.0	295.7	201.9	338.0	295.7	201.9	338.0	295.7	201.9
Average weekly hours	35.5	36.7	36.7	37.3	35.0	33.9	36.0	37.2	36.6	36.6	36.6	36.6	36.6	36.6	36.6	36.6	36.6	36.6

Weekly hours of work	North Central						West					
	Non-Federal			Federal			Non-Federal			Federal		
	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government	Total	Private	State and local government
Under 15	7.5	8.3	8.2	7.5	7.5	7.5	5.1	5.1	5.1	5.1	5.1	5.1
15 and under 40	21.4	23.7	23.7	18.9	18.9	18.9	14.9	14.9	14.9	14.9	14.9	14.9
40	10.4	11.4	12.0	6.8	6.8	6.8	6.5	6.5	6.5	6.5	6.5	6.5
Over 40 and including 44	49.8	44.0	44.0	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3	62.3
Over 44 and including 48	7.9	6.7	6.7	5.0	5.0	5.0	4.5	4.5	4.5	4.5	4.5	4.5
Over 48	2.1	2.2	2.2	1.6	1.6	1.6	1.3	1.3	1.3	1.3	1.3	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	638.2	458.5	446.3	179.4	291.1	290.3	172.4	172.4	172.4	172.4	172.4	172.4
Average weekly hours	36.3	33.7	33.8	35.8	35.8	35.8	35.3	35.3	35.3	35.3	35.3	35.3

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 14. Weekly Hours of Work: Metropolitan Areas, by Type of Ownership, United States and Regions

NOTE: Federal hospitals. Percent distribution of nonemployee employees by weekly hours of work, March 1969.

Weekly hours of work	United States				Northwest				South				North Central				West			
	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government
Under 15	12.2	10.1	10.5	10.2	7.3	12.7	6.6	12.7	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5
15 and under 40	13.8	12.0	11.5	11.2	8.6	14.0	11.7	14.0	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5
40 and under 44	15.0	13.0	11.5	11.2	10.7	16.0	13.0	16.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0
Over 44 and including 44	16.1	14.0	12.5	12.2	12.0	17.0	14.0	17.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0
Over 44 and including 48	17.2	15.0	13.5	13.2	13.0	18.0	15.0	18.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0
Over 48	18.3	16.0	14.5	14.2	14.0	19.0	16.0	19.0	17.7	20.0	17.7	20.0	17.7	20.0	17.7	20.0	17.7	20.0	17.7	20.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees in thousands	1400.3	1101.3	378.9	484.5	369.8	134.7	334.3	219.7	94.6	414.3	316.0	94.5	243.2	174.0	70.2	174.0	70.2	174.0	70.2	174.0
Average weekly hours	35.6	34.8	37.3	36.9	33.9	37.8	37.0	36.6	34.5	38.8	38.1	37.2	36.2	35.6	37.5	36.2	35.6	37.5	36.2	35.6

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 15. Weekly Hours of Work: Nonmetropolitan Areas, by Type of Ownership, United States and Regions

(Non-Federal hospitals. Percent distribution of nonemployee employees by weekly hours of work, March 1969)

Weekly hours of work	United States				Northeast				South				North Central				West			
	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government	Non-Federal	State and local government
Under 15	6.1	7.1	6.8	7.5	7.5	12.7	3.5	12.7	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5	10.7	13.5
15 and under 40	10.8	12.5	13.3	13.7	13.3	15.5	12.0	15.5	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0
40 and under 44	12.0	10.7	9.0	10.2	11.5	15.8	8.1	15.8	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5	12.7	15.5
Over 44 and including 44	13.0	12.0	10.0	11.2	12.0	16.0	9.0	16.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0	14.7	17.0
Over 44 and including 48	14.0	13.0	11.0	12.2	13.0	17.0	10.0	17.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0	15.7	18.0
Over 48	15.0	14.0	12.0	13.2	14.0	18.0	11.0	18.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0	16.7	19.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees in thousands	598.6	364.2	240.2	180.9	80.9	36.0	201.6	98.3	101.3	219.9	135.7	84.3	67.6	134.6	14.8	134.6	14.8	134.6	14.8	134.6
Average weekly hours	35.1	34.8	36.6	35.5	34.0	38.6	37.5	37.0	36.0	38.8	38.1	37.2	36.2	35.6	37.5	36.2	35.6	37.5	36.2	35.6

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 26. Weekly Hours of Work: Selected Metropolitan Areas

(Non-Federal hospitals: Percent distribution of non-supervisory employees by weekly hours of work, March 1969.)

Weekly hours of work	Northeast					South				
	Boston	Buffalo	New York City	Philadelphia	Scranton	All 5	Baltimore	Charlotte-Mecklenburg	Dallas	Memphis
Under 15	6.1	6.6	2.8	5.6	5.7	4.0	3.8	2.1	4.6	1.5
15 and under 18	16.5	22.1	9.5	29.8	22.8	17.6	13.4	11.1	17.1	7.8
18 and under 40	72.7	46.0	19.7	19.3	7.1	12.3	9.8	52.4	5.9	78.9
40 and under 44	58.2	20.8	48.5	41.8	51.1	21.6	67.1	58.9	61.0	15.3
Over 44 and including 48	2.7	1.1	1.0	3.4	1.8	10.0	1.9	1.7	9.9	21.9
Over 48	1.1	.7	.9	2.1	.5	2.6	.8	.9	3.0	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	46.2	18.8	115.1	60.1	3.0	10.8	26.6	3.1	13.1	9.9
Average weekly hours	35.0	31.2	46.3	38.9	38.9	36.7	36.8	38.5	36.6	37.6
Weekly hours of work	North Central					West				
	Chicago	Cincinnati	Cleveland	Des Moines	Minneapolis-St. Paul	St. Louis	Denver	San Antonio	San Francisco-Oakland	Seattle-Tacoma
Under 15	6.4	6.6	5.2	3.8	13.8	5.1	5.8	1.9	6.7	4.8
15 and under 18	19.1	16.4	16.7	14.8	28.2	13.6	14.3	13.6	20.6	15.5
18 and under 40	51.3	49.1	49.1	61.8	49.9	61.3	50.8	12.7	15.8	18.7
40 and under 44	28.5	28.1	28.1	28.1	28.1	28.1	28.1	28.1	28.1	28.1
Over 40 and including 44	2.1	2.3	2.3	2.3	1.2	1.4	1.4	1.4	2.7	2.7
Over 44 and including 48	1.6	.9	2.1	1.8	.7	1.1	1.1	1.1	1.4	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	79.9	18.2	23.6	48.6	28.3	27.1	15.9	71.4	11.5	9.5
Average weekly hours	35.2	35.3	35.9	36.9	31.7	36.3	35.7	36.8	36.2	33.6

NOTE: Because of rounding, sums of individual items may not total totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 17. Weekly Hours of Work: Short-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonmanpower employees by weekly hours of work, March 1960.)

Weekly hours of work	United States				North Central				South				West			
	Hospitals				Hospitals				Hospitals				Hospitals			
	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local
Under 15	6.2	6.6	6.9	7.4	7.7	8.0	8.2	8.7	8.3	8.7	9.2	9.7	8.4	8.7	9.1	9.4
15 and under 18	13.5	20.4	18.7	22.4	22.4	14.8	14.8	12.7	10.7	12.7	12.7	12.7	12.7	12.7	12.7	12.7
18 and under 40	13.2	13.7	11.4	21.5	22.4	10.9	10.9	11.6	11.6	11.6	11.6	11.6	11.6	11.6	11.6	11.6
40 and under 44	10.1	7.9	5.8	4.3	3.7	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.8
Over 44 and including 44	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2
Over 44 and including 44	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2	7.2
Over 44	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1771.2	1398.6	372.6	498.1	429.1	594.0	444.8	326.1	136.5	500.7	444.8	116.1	257.4	198.5	98.0	36.2
Average weekly hours	35.0	38.7	36.2	38.2	33.9	36.8	36.9	37.5	33.9	33.7	34.3	35.5	35.1	36.2	36.2	36.2

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Weekly Hours of Work: Long-Term Hospitals, by Type of Ownership, United States and Regions

(Non-Federal hospitals: Percent distribution of nonmanpower employees by weekly hours of work, March 1960.)

Weekly hours of work	United States				North Central				South				West			
	Hospitals				Hospitals				Hospitals				Hospitals			
	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local	Non-federal	State and local
Under 15	1.7	5.5	5.9	1.6	5.5	2.7	5.9	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
15 and under 18	6.7	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6
18 and under 40	9.7	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6	20.6
40 and under 44	7.1	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
Over 44 and including 44	1.6	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Over 44	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	277.4	51.0	266.5	115.3	21.6	93.7	72.3	11.9	67.3	73.5	6.9	53.7	13.1	17.0	3.1	26.7
Average weekly hours	38.4	38.7	38.0	38.1	38.8	38.8	38.8	38.8	38.8	38.8	38.8	38.8	38.8	38.8	38.8	38.8

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 19. Weekly Hours of Work: Men and Women, United States and Regions

(Non-Federal hospitals: Percent distribution of non-supervisory employees by weekly hours of work, March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Under 15	6.6	5.8	1.7	6.6	3.9	3.5	6.3	7.8	5.0	4.5
15 and under 15	18.1	18.5	12.9	19.6	13.8	13.5	15.9	22.2	18.7	17.9
15 and under 40	10.6	11.2	17.3	21.9	7.7	10.2	7.6	16.7	16.6	15.6
40 and under 44	58.6	51.0	55.2	45.0	60.7	60.8	58.1	47.7	67.6	63.6
44 and under 48	5.9	6.6	6.6	4.5	6.1	6.1	8.1	7.9	9.6	6.1
Over 44 and including 44	3.6	1.3	3.5	1.9	2.9	2.7	3.8	1.7	2.7	1.3
Over 48	2.9	.9	2.9	.7	3.8	1.7	2.8	.8	1.3	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	389.6	1,679.0	137.0	466.4	102.9	437.0	91.4	537.6	53.1	38.0
Average weekly hours	36.7	35.2	36.9	36.4	37.5	37.1	36.0	36.0	36.3	35.7

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 20. Weekly Hours of Work Selected Occupational Groups by Sex, Non-Federal Hospitals

(Non-Federal hospitals: Percent distribution of non-supervisory employees by weekly hours of work, March 1964)

Weekly hours of work	Kitchen help etc.			Lending workers			Clean and porters			Supplies, etc.		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	6.2	6.6	6.1	2.0	1.7	1.8	2.8	3.3	2.8	5.9	6.2	5.8
15 and under 18	28.7	29.7	27.9	10.8	7.7	11.2	13.8	16.2	12.5	18.2	21.2	17.2
18 and under 20	12.1	12.8	11.9	13.2	11.6	13.7	13.8	13.2	14.2	14.3	14.1	15.1
20 and under 25	47.9	49.7	46.5	63.6	61.3	65.3	60.8	56.1	65.8	63.2	62.5	63.7
Over 25 and under 30	6.8	5.7	7.1	6.2	7.8	5.9	5.1	5.3	5.0	5.7	5.1	5.7
Over 30 and under 35	2.8	2.7	2.8	3.0	2.9	2.5	2.5	2.3	1.5	1.9	1.8	1.7
Over 35 and under 40	2.3	2.9	2.4	1.6	2.5	2.0	1.8	2.7	2.8	2.9	2.7	2.6
Over 40 and including 40	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,95.8	284.2	119.2	44.8	11.2	37.6	187.3	89.7	77.6	382.0	484.8	336.8
Average weekly hours	38.2	31.6	38.6	34.0	34.8	31.8	37.1	36.9	37.3	35.3	38.5	35.3
Other clerical employees												
Under 15	4.6	7.7	4.5	4.1	4.1	4.0	4.1	4.0	4.1	10.7	4.0	10.7
15 and under 18	18.4	16.6	18.7	17.5	17.5	17.5	17.5	17.5	17.5	31.1	26.8	31.1
18 and under 20	18.8	16.6	18.7	17.5	17.5	17.5	17.5	17.5	17.5	31.1	26.8	31.1
20 and under 25	58.7	58.7	58.7	58.7	58.7	58.7	58.7	58.7	58.7	58.7	58.7	58.7
Over 25 and under 30	6.8	5.7	7.1	6.2	7.8	5.9	5.1	5.3	5.0	5.7	5.1	5.7
Over 30 and under 35	2.8	2.7	2.8	3.0	2.9	2.5	2.5	2.3	1.5	1.9	1.8	1.7
Over 35 and under 40	2.3	2.9	2.4	1.6	2.5	2.0	1.8	2.7	2.8	2.9	2.7	2.6
Over 40 and including 40	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	296.1	184.7	283.5	182.1	4.1	176.0	331.1	1.9	200.8	31.1	31.1	31.1
Number of employees (in thousands)	36.0	35.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0
Average weekly hours	36.0	35.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0	36.0

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 21. Weekly Hours of Work: Selected Occupational Groups by Sex, Nongovernment Hospitals

(Nongovernment hospitals: Percent distribution of non-supervisory employees by weekly hours of work, March 1969)

Weekly hours of work	Kitchen helpers			Laundry workers			Nurses and porters			Nursing aids		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Under 15	6.9	9.7	6.5	2.3	3.8	1.4	3.7	4.2	3.6	6.8	7.8	6.3
15 and under 15	78.2	78.2	78.2	11.2	10.0	12.2	10.2	10.2	10.2	10.2	10.2	10.2
15 and under 40	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
40 and under 44	69.0	69.0	69.0	50.3	50.3	60.0	50.3	50.3	50.3	50.3	50.3	50.3
Over 44 and including 44	7.5	7.5	7.5	7.1	6.5	6.7	7.4	7.4	7.4	7.4	7.4	7.4
Over 44 and including 48	7.6	7.6	7.6	3.8	3.2	2.6	2.0	2.0	2.0	2.0	2.0	2.0
Over 48	1.8	3.7	2.9	1.8	5.0	2.8	1.5	1.1	1.6	2.7	2.7	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	95.5	16.8	78.7	33.5	7.6	25.9	112.1	81.5	73.6	275.5	30.0	365.6
Average weekly hours	33.3	31.7	33.6	37.8	38.2	37.7	36.7	36.2	37.0	36.8	36.1	36.9
General duty, non-supervisory												
Under 15	5.4	8.9	5.2	7.4	5.2	5.0	7.7	4.0	5.0	11.2	5.5	11.2
15 and under 15	17.1	20.8	17.0	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1
15 and under 40	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1
40 and under 44	50.5	41.5	51.0	50.7	50.7	50.7	50.7	50.7	50.7	50.7	50.7	50.7
Over 44 and including 44	1.9	2.2	1.8	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
Over 44 and including 48	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
Over 48	2.9	3.5	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	219.6	11.0	208.6	134.8	2.7	132.0	785.9	1.7	284.0			
Average weekly hours	35.6	38.0	35.5	35.5	35.6	35.5	31.0	36.1	31.0			

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 23. Aggregate Hours of Work, By Type of Ownership, United States and Regions

(Non-Federal hospitals): Numerical distribution of aggregate hours of non-supervisory employees by weekly hours of work, May 1969

Weekly hours of work	United States				South			
	Hospitals				Hospitals			
	Non-Federal	Non-Government	State and local government	Non-Federal	Non-Government	State and local government	Non-Federal	State and local government
Under 15	1,011,586	850,423	181,181	115,072	290,276	120,256	152,189	120,256
15 and under 40	8,659,082	7,094,221	1,564,861	2,586,977	2,340,248	2,340,248	1,843,111	2,340,248
40 and under 44	9,773,747	7,555,435	2,218,312	8,858,798	5,702,109	3,156,689	1,906,181	3,156,689
Over 44 and including 44	44,661,160	27,112,760	16,911,400	11,454,600	7,082,720	4,371,880	1,121,920	7,082,720
Over 44 and including 48	5,627,131	3,172,490	1,254,641	1,142,086	1,024,264	17,832	1,675,081	1,024,264
Over 48	1,476,190	1,008,220	467,970	609,532	409,248	192,287	276,255	409,248
Number of employees (in thousands)	2,068.6	1,440.5	619.1	603.4	450.7	182.7	519.9	182.7
Aggregate hours (in thousands)	71,196.8	59,282.9	21,106.9	21,102.9	15,299.2	8,807.7	20,098.4	8,807.7
Under 15	417,164	319,479	97,685	115,072	290,276	120,256	152,189	120,256
15 and under 40	3,174,162	2,545,277	628,885	2,586,977	2,340,248	2,340,248	1,843,111	2,340,248
40 and under 44	2,480,981	2,006,514	474,467	2,480,981	1,564,861	1,564,861	1,121,920	1,564,861
Over 44 and including 44	1,104,613	645,865	458,748	1,104,613	645,865	458,748	409,248	645,865
Over 44 and including 48	609,532	409,248	192,287	609,532	409,248	192,287	276,255	409,248
Over 48	375,012	319,479	97,685	375,012	319,479	97,685	276,255	319,479
Number of employees (in thousands)	6.04	4.54	1.79	6.04	4.54	1.79	6.04	4.54
Aggregate hours (in thousands)	21,774.5	19,517.0	6,447.5	21,774.5	19,517.0	6,447.5	19,517.0	6,447.5

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 24. Weekly Hours of Work by Hourly Earnings United States

(Non-Federal hospitals: Numerical distribution of nonhospitalary employees by weekly hours of work and average straight-time hourly earnings in hospitals classified by type of ownership, March 1961)

Weekly hours of work	Number of employees	Average hourly earnings	Number of employees with hourly earnings of—					
			Under \$1.10		\$1.10 to \$1.45		\$1.45 to \$2.00	
			Under \$1.10	\$1.10 to \$1.45	Under \$1.10	\$1.10 to \$1.45	\$1.45 to \$2.00	\$2.00 and over
Non-Federal hospitals								
Under 15	115,686	\$2.48	980	10,474	6,605	27,524	10,400	49,204
15 and under 40	365,231	2.45	2,729	10,897	23,502	84,878	76,284	147,142
40 and including 44	265,118	2.53	403	15,542	12,816	53,940	67,609	112,818
Over 44 and including 48	1,176,879	2.46	1,009	58,660	57,437	258,142	296,840	448,271
Over 48 and including 52	114,262	2.48	147	7,763	6,096	30,664	32,098	55,537
Over 52 and including 56	476,561	2.46	200	1,987	2,179	9,244	11,458	14,293
Over 56 and including 60	271,142	2.51	424	1,826	1,246	5,014	6,127	12,441
Total	2,008,629	2.47	7,901	128,929	112,936	466,660	511,197	841,846
Average weekly hours	35.8		31.4	33.9	35.4	35.4	36.3	35.3
Aggregate hours (in thousands)	73,396.8		237.0	4,373.0	3,919.7	16,803.2	18,624.2	29,710.4
Non-Government hospitals								
Under 15	95,180	\$2.82	521	6,577	3,942	23,817	17,582	41,741
15 and under 40	202,428	2.84	1,244	10,090	9,068	44,560	42,136	81,981
40 and including 44	693,298	2.83	1,244	39,447	39,744	176,015	191,174	251,718
Over 44 and including 48	104,558	2.51	145	4,755	5,125	24,134	25,621	44,368
Over 48 and including 52	14,682	2.48	103	2,555	1,505	7,069	9,139	14,293
Over 52 and including 56	20,155	2.60	52	1,139	823	3,588	4,799	9,784
Total	1,449,820	2.47	3,314	82,915	79,691	351,273	366,177	609,539
Average weekly hours	34.7		30.9	33.7	34.3	34.6	35.9	34.2
Aggregate hours (in thousands)	50,287.9		102.4	2,791.7	2,697.9	12,179.6	13,129.7	19,474.7
State and local government hospitals								
Under 15	20,596	\$2.11	408	3,497	1,463	3,209	3,218	7,553
15 and under 40	65,769	2.10	1,159	12,625	5,831	16,410	11,271	24,427
40 and including 44	423,285	2.51	1,819	22,213	20,738	79,327	107,561	195,856
Over 44 and including 48	291,084	2.36	2	3,308	2,731	5,200	4,874	11,164
Over 48 and including 52	11,090	2.40	97	1,432	874	2,185	2,319	5,002
Over 52 and including 56	7,037	2.34	372	687	423	1,400	1,328	2,717
Total	619,100	2.44	4,587	45,994	30,105	115,087	145,040	272,107
Average weekly hours	37.1		31.7	34.1	36.3	37.6	37.9	37.7
Aggregate hours (in thousands)	23,108.9		145.6	1,577.3	1,131.8	4,263.7	5,494.5	10,286.3

* Earnings data include separate payments for work on late shifts but exclude premium pay for overtime time not work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 75 Weekly Hours of Work by Hourly Earnings South

(Non-Federal hospitals: Numerical data for weekly hours of work and average straight-time hourly earnings¹ in hospitals classified by type of ownership, March 1960)

Weekly hours of work		Number of employees with hourly earnings of:									
	Number of employees	Average hourly earnings ¹	Under \$1.10		\$1.10 and under \$1.45		\$1.45 and under \$2.00		\$2.00 and over		Total
			Under \$1.10	\$1.10 and under \$1.45	\$1.45 and under \$2.00	\$2.00 and over	\$1.10 and under \$1.45	\$1.45 and under \$2.00	\$2.00 and over		
Non-Federal hospitals											
Under 15	19,208	\$2.25	118	3,875	1,720	4,210	2,646	7,649			
15 and under 30	51,508	2.12	1,066	15,413	7,093	17,066	10,276	20,048			
30 and under 40	57,843	2.01	1,086	10,721	6,265	13,385	6,439	20,949			
40 and under 44	126,014	2.11	2,402	44,064	35,649	102,794	68,530	78,246			
Over 44 and including 44	19,881	2.18	70	5,000	4,119	11,203	7,822	11,117			
Over 44 and including 48	15,789	2.11	107	1,118	1,549	1,993	1,009	4,016			
Over 48	11,279	2.19	177	1,037	1,012	2,745	2,046	3,472			
Total	519,495	2.11	4,957	84,107	58,807	186,636	104,464	110,874			
Average weekly hours	37.2		35.4	36.2	37.4	37.8	38.1	36.4			
Aggregate hours (in thousands)	20,098.4		178.3	3,081.9	2,186.4	7,026.5	3,981.1	4,765.2			
Nongovernment hospitals											
Under 15	14,110	\$2.12	24	2,291	1,175	3,646	2,128	5,076			
15 and under 30	51,508	2.18	486	9,414	5,527	13,066	9,227	16,492			
30 and under 40	57,843	2.02	54	7,245	3,724	11,131	7,552	16,111			
40 and under 44	126,014	2.11	904	26,760	20,060	52,287	34,606	47,414			
Over 44 and including 44	19,881	2.21	10	1,110	2,441	7,940	5,629	7,718			
Over 44 and including 48	10,202	2.17	10	1,806	873	2,559	2,026	2,836			
Over 48	6,879	2.24	5	745	690	1,529	1,236	2,110			
Total	136,010	2.15	1,548	51,108	34,550	97,584	61,801	89,177			
Average weekly hours	36.6		35.9	36.2	36.9	37.0	37.4	35.7			
Aggregate hours (in thousands)	14,969.4		55.6	1,851.5	1,273.4	3,609.0	2,426.4	3,153.4			
State and local government hospitals											
Under 15	4,869	\$2.05	94	1,884	1,135	584	518	1,174			
15 and under 30	19,274	1.94	1,210	5,999	2,350	3,200	2,056	4,483			
30 and under 40	16,843	1.99	133	3,976	2,541	4,174	2,813	3,186			
40 and under 44	136,571	2.06	1,501	17,296	15,569	44,802	29,973	27,112			
Over 44 and including 44	15,518	2.11	2	2,400	1,858	1,243	2,493	3,417			
Over 44 and including 48	8,267	2.01	97	1,222	527	1,414	961	1,191			
Over 48	4,700	2.11	172	662	446	1,175	808	1,117			
Total	201,865	2.05	1,409	31,229	23,954	59,112	39,063	42,195			
Average weekly hours	36.2		35.1	36.1	36.1	36.2	36.2	37.9			
Aggregate hours (in thousands)	7,279.0		119.7	1,200.4	913.0	2,117.5	1,416.1	1,611.4			

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 26. Aggregate Hours of Work by Weekly Hours of Work and Hourly Earnings: United States:

(Non-Federal hospitals: No vertical distribution of aggregate hours of non-Federal hospitals by weekly hours of work and average straight-time hourly earnings, March 1969)

Weekly hours of work	Number of aggregate hours	Number of aggregate hours of employees with hourly earnings of:					
		Under \$1.10	\$1.10 to \$1.45	\$1.45 to \$1.80	\$1.80 to \$2.50	Over \$2.50	and over
Under 15	1,031,506	9,984	99,290	59,475	247,636	1,682,221	4,326,961
15 and under 40	1,871,274	9,984	99,290	59,475	247,636	1,682,221	4,326,961
40 and under 44	9,773,747	14,804	577,833	439,942	2,013,720	2,521,696	4,568,867
Over 44 and including 48	44,663,160	120,360	2,146,400	2,298,880	10,213,680	11,867,100	17,810,846
Over 48 and including 49	5,622,131	6,271	325,458	337,975	1,287,009	1,147,967	2,321,101
Over 49 and including 49	2,165,085	9,140	186,792	111,354	430,907	531,873	895,330
Over 49	1,476,190	23,561	99,906	67,602	275,104	330,434	679,304
Total aggregate hours	73,396,208	247,911	4,371,020	3,919,663	16,503,219	18,624,175	29,730,729

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

Table 27. Aggregate Hours of Work by Weekly Hours of Work and Hourly Earnings: South

(Non-Federal hospitals: Numerical distribution of aggregate hours of non-Federal hospitals by weekly hours of work and average straight-time hourly earnings, March 1969)

Weekly hours of work	Number of aggregate hours	Number of aggregate hours of employees with hourly earnings of:					
		Under \$1.10	\$1.10 to \$1.45	\$1.45 to \$1.80	\$1.80 to \$2.50	Over \$2.50	and over
Under 15	172,369	1,245	15,818	16,202	12,467	23,465	54,332
15 and under 40	1,871,274	9,984	99,290	59,475	247,636	1,682,221	4,326,961
40 and under 44	9,773,747	14,804	577,833	439,942	2,013,720	2,521,696	4,568,867
Over 44 and including 48	44,663,160	120,360	2,146,400	2,298,880	10,213,680	11,867,100	17,810,846
Over 48 and including 49	5,622,131	6,271	325,458	337,975	1,287,009	1,147,967	2,321,101
Over 49 and including 49	2,165,085	9,140	186,792	111,354	430,907	531,873	895,330
Over 49	1,476,190	23,561	99,906	67,602	275,104	330,434	679,304
Total aggregate hours	20,008,557	179,324	1,951,860	2,186,380	5,926,538	3,983,065	4,765,111

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 28. Employees Paid Less Than \$1.45 an Hour: United States

(Non-Federal hospitals: Percent distribution of hospitals and non-supervisory employees in these hospitals classified by type of ownership and percent of employees paid less than \$1.45 an hour, March 1967)

Percent of employees paid less than \$1.45 an hour	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than \$1.45 an hour		All	Paid less than \$1.45 an hour		All	Paid less than \$1.45 an hour
None	17.8	51.2	*	40.5	57.6	*	31.1	50.1	*
Less than 1% and under 5%	3.2	8.0	4.1	3.1	6.9	2.7	3.2	2.9	2.5
5% and under 10%	8.6	10.6	6.4	9.5	12.0	6.1	6.1	7.3	4.4
10% and under 15%	3.3	5.7	6.4	5.6	5.6	6.6	4.3	6.3	6.1
15% and under 20%	5.1	3.2	6.1	4.9	3.2	6.8	5.7	3.4	2.4
20% and under 25%	3.5	2.6	4.6	3.6	2.6	8.1	4.6	2.0	4.2
25% and under 30%	1.5	1.5	4.5	1.5	1.5	4.5	2.7	1.4	4.4
30% and under 35%	20.7	8.5	45.5	19.0	7.7	44.2	27.6	11.4	27.4
35% and under 40%	10.8	2.7	23.9	9.9	2.5	23.9	12.2	3.2	23.9
40% or more	1.3	2.2	2.3	1.2	2.6	2.6	1.5	2.5	2.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	7,574	2,064,629	1,167,410	5,408	1,447,520	867,249	2,106	619,100	50,584

* Less than 0.05 percent

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 29. Employees Paid Less Than \$1.45 an Hour: South

(Non-Federal hospitals: Percent distribution of hospitals and non-supervisory employees in these hospitals classified by type of ownership and percent of employees paid less than \$1.45 an hour, March 1967)

Percent of employees paid less than \$1.45 an hour	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals	Employees		Hospitals	Employees		Hospitals	Employees	
		All	Paid less than \$1.45 an hour		All	Paid less than \$1.45 an hour		All	Paid less than \$1.45 an hour
None	13.0	28.9	*	14.4	30.7	*	9.3	26.0	*
Less than 1% and under 5%	1.8	7.5	2.2	1.3	6.1	2.1	2.9	2.8	2.7
5% and under 10%	4.5	9.2	6.5	4.8	19.6	1.9	3.9	20.3	7.7
10% and under 15%	3.0	5.4	3.9	2.7	7.4	3.6	3.6	10.1	4.5
15% and under 20%	1.7	6.2	4.7	4.6	6.9	5.3	1.1	4.9	4.0
20% and under 25%	5.6	5.8	6.9	7.5	6.1	8.1	8.1	8.1	4.8
25% and under 30%	37.7	22.9	37.4	37.2	3.6	62.6	19.2	2.0	37.6
30% and under 35%	21.1	7.4	20.1	20.1	6.7	23.2	10.3	20.5	27.7
35% or more	2.3	2.7	2.3	3.2	2.6	23.2	2.3	3.5	6.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	2,643	517,809	407,154	1,451	318,030	52,116	298	201,868	47,539

NOTE: Because of rounding, sums of individual items may not equal 100.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 30. Implications of \$1.45 Minimum Wage: United States

(Non-Federal hospitals: Percent distribution of hospitals and nonpermanent employees in these hospitals classified by type of ownership and percent increase in hospital weekly wage bill required to raise the wages of employees paid less than \$1.45 an hour to that amount, March 1969.)

Percent increase in weekly wage bill	Non-Federal hospitals			Nongovernment hospitals			State and local government hospitals		
	Hospitals		Employees	Hospitals		Employees	Hospitals		Employees
	All	Paid less than \$1.45	than \$1.45	All	Paid less than \$1.45	than \$1.45	All	Paid less than \$1.45	than \$1.45
No increase	37.4	57.7	40.5	37.4	57.7	40.5	37.4	57.7	40.5
Under 1	27.9	41.3	29.1	28.2	41.3	29.1	27.1	40.1	27.9
1 and under 2	14.6	11.9	11.6	11.6	11.6	11.6	11.6	11.6	11.6
2 and under 3	6.9	1.9	11.8	8.1	1.9	14.3	5.7	1.9	14.3
3 and under 4	4.6	1.3	9.8	4.1	1.0	8.4	5.8	1.0	14.3
4 and under 5	5.6	1.1	9.4	5.3	1.1	10.2	6.3	1.2	8.2
5 and under 6	1.7	1.1	5.2	1.3	1.5	5.1	2.8	1.8	6.3
6 and under 7	—	—	—	—	—	—	—	—	—
7 and under 8	—	—	—	—	—	—	—	—	—
8 and under 9	—	—	—	—	—	—	—	—	—
9 and under 10	—	—	—	—	—	—	—	—	—
10 and under 11	—	—	—	—	—	—	—	—	—
11 or more	—	—	—	—	—	—	—	—	—
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	7,574	2,905,529	146,630	5,408	1,429,529	92,249	2,106	619,100	30,581
Average percent increase in weekly wage bill	—	—	—	—	—	—	—	—	—

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.

Table 31 Implications of \$1.45 Minimum Wage, South

(Non-Federal hospitals: Percent distribution of hospital and nonhospital employees in these hospitals classified by type of ownership and percent in \$1.45 or hospital weekly wage will require to raise the wages of employees paid less than \$1.45 an hour to that amount, March 1969)

Percent increase in weekly wage to:	Non-Federal hospitals			Nongovernment hospitals			Government hospitals		
	Employees			Employees			Employees		
	Hospitals	All	paid less than \$1.45 an hour	Hospitals	All	paid less than \$1.45 an hour	Hospitals	All	paid less than \$1.45 an hour
No increase	11.0	26.9	-	14.4	36.7	-	9.4	26.1	-
Under 1	20.3	39.6	29.8	29.9	39.2	29.8	18.4	17.2	20.4
1 and under 2	24.0	18.9	31.9	19.7	19.7	31.9	33.6	18.2	32.3
2 and under 3	18.9	6.4	16.6	29.2	7.4	20.6	3.8	3.9	16.8
3 and under 4	10.5	4.3	12.8	10.1	5.8	11.8	11.3	6.1	14.3
4 and under 5	11.9	2.4	12.9	7.9	3.1	11.3	10.3	4.2	11.3
5 and under 6	3.2	1.4	7.9	3.0	1.1	4.6	3.6	1.2	6.6
6 and under 7	-	-	-	-	-	-	-	-	-
7 and under 8	-	-	-	-	-	-	-	-	-
8 and under 9	-	-	-	-	-	-	-	-	-
9 and under 10	1.1	1.6	4.8	1.0	1.1	4.3	1.3	1.3	6.8
10 and under 11	-	-	4.2	-	-	-	-	-	-
11 or more	2.2	-	1.1	2.2	-	1.1	-	-	-
Totals	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals and employees	2,049	539,405	69,354	1,851	436,549	52,116	796	231,867	49,619
Average percent increase in weekly wage (all employees)	-	-	-	-	-	-	-	-	-

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 32. Implications of \$1.45 Minimum Wage: Selected Areas

(Non-Federal hospitals; Percent of nonsupervisory employees paid less than \$1.45 an hour and average percent increase in hospital weekly wage bill required to raise the wages of employees paid less than \$1.45 an hour to that amount, March 1969)

Region and area	Percent of employees paid less than \$1.45 an hour	Average percent increase in weekly wage bill	Region and area	Percent of employees paid less than \$1.45 an hour	Average percent increase in weekly wage bill
United States	6.6	.3	Standard Metropolitan Statistical Area—Continued		
Metropolitan areas	1.3	.1	South:		
Nonmetropolitan areas	18.0	.7	Atlanta, Ga.	6.2	.3
Northeast:			Baltimore, Md.	.6	•
Metropolitan areas	.9	•	Chattanooga, Tenn.	1.3	.2
Nonmetropolitan areas	2.1	.3	Dallas, Tex.	8.3	.2
South:			Indianapolis, Ind.	3.3	.3
Metropolitan areas	16.6	.8	Memphis, Tenn.	3.0	.1
Nonmetropolitan areas	10.3	.5	Mobile, Ala.	•	•
North Central:			Washington, D. C.—Md.—Va.	.3	•
Metropolitan areas	8.3	.2	North Central:		
Nonmetropolitan areas	1.3	.1	Chicago, Ill.	1.3	.1
West:			Cincinnati, Ohio	1.2	•
Metropolitan areas	11.7	.5	Cleveland, Ohio	.3	•
Nonmetropolitan areas	2.9	.1	Detroit, Mich.	.8	•
Standard Metropolitan Statistical Area	11.4	.5	Minneapolis-St. Paul, Minn.	1.3	•
Northeast:			St. Louis, Mo.—Ill.	1.8	.1
Boston, Mass.	•	•	West:		
Buffalo, N. Y.	.7	•	Denver, Colo.	2.0	.1
New York City, N. Y.	•	•	Los Angeles, Long Beach and Anaheim, Calif.	.1	•
Philadelphia, Pa.—N. J.	.7	•	Portland, Ore.—Wash.	.2	•
San Antonio, Tex.	•	•	San Francisco-Oakland, Calif.	.3	•
Seattle, Wash.	6.2	.3	Seattle-Everett, Wash.	.1	•

• Less than 0.05 percent.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 33. Supplementary Pay Provisions Summary

Supplementary pay provision	Northeast				South				North Central				West			
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
Non-Federal hospitals																
Daily or weekly overtime premium pay ¹	27	29	31	32	31	32	31	32	23	24	24	27	26	27	26	26
Paid holidays	94	94	99	99	91	99	98	99	94	94	94	97	96	97	96	96
Paid vacations	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Health, insurance, and pension plans ²	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Non-government hospitals																
Daily or weekly overtime premium pay ¹	28	30	29	32	30	30	31	30	23	22	22	27	26	27	26	26
Paid holidays	94	95	96	94	94	94	97	99	94	94	94	97	96	97	96	96
Paid vacations	98	94	99	99	99	99	99	99	98	99	99	99	99	99	99	99
Health, insurance, and pension plans ²	99	94	99	99	99	99	99	99	100	100	100	99	99	99	99	99
State and local government hospitals																
Daily or weekly overtime premium pay ¹	23	21	36	33	19	17	17	17	22	21	21	27	27	27	27	27
Paid holidays	94	98	100	100	92	92	92	92	94	94	94	94	94	94	94	94
Paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Health, insurance, and pension plans ²	99	99	100	100	100	100	100	100	99	99	99	99	99	99	99	99

¹ Includes only formal provisions for premium pay which exceed those required under the FLSA. Section 7(a)(1) requires the payment of at least time and one-half the regular rate for all hours beyond 40 per week; for employees on a 14-day work schedule, section 7(b) requires premium pay for all hours beyond 8 per day and 40 per 14-day period.

² Includes only plans for which at least part of the cost is borne by the employee. Includes employees in establishments providing 1 or more of the following benefits in a community of full-time employees: one of the 4 or more occupational groups; life insurance; accident and death and unemployment insurance; sick leave; full pay, or waiting period, or waiting period, hospitalization insurance; surgical insurance; medical insurance; catastrophic insurance; and pension insurance or annuity society or both.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 34. Supplementary Pay Provisions: Overtime Premium Pay

Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and financial provisions for premium pay for overtime work, United States and Regions, March 1966

Premium pay provision	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West
All employees															
Employees in hospitals with provisions for overtime premium pay at 1 1/2 times the regular rate of pay after —															
15 hours a week and 7 hours a day	1	1	2	2	2	1	1	3	2	2	2	2	2	2	2
1 1/2 hours a week and 7 1/2 hours a day	23	25	7	20	45	22	24	5	16	48	27	41	15	32	45
40 hours a week and 8 hours a day	29	15	25	42	17	11	16	27	44	40	24	14	42	46	28
40 hours per regularly scheduled 14-day work period	16	45	50	32	8	30	49	53	17	2	26	27	42	17	13
40 hours a week	1	2	2	2	2	1	2	2	2	2	2	2	2	2	2
1 1/2 hours a week	4	7	7	7	3	7	2	7	7	7	11	27	5	7	13
Other provisions	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Employees in hospitals with no overtime premium pay provision	7	3	14	4	4	5	3	13	2	3	11	5	16	11	10
Professional and technical employees (except registered nurses)															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at 1 1/2 times the regular rate of pay after —															
15 hours a week and 7 hours a day	1	2	8	24	55	25	21	7	22	65	23	11	11	29	31
1 1/2 hours a week and 7 1/2 hours a day	25	23	8	24	55	25	21	7	22	65	23	11	11	29	31
40 hours a week and 8 hours a day	22	9	18	38	22	22	9	17	41	24	20	9	19	30	18
40 hours per regularly scheduled 14-day work period	19	48	57	10	9	43	51	54	32	9	27	42	42	23	16
40 hours a week	1	2	2	2	2	1	2	2	2	2	2	2	2	2	2
1 1/2 hours a week	4	7	7	7	3	7	2	7	7	7	11	27	5	7	13
Other provisions	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Employees in hospitals with no overtime premium pay provision	7	3	14	4	4	5	3	13	2	3	11	5	16	11	10

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table M. Supplementary Pay Provisions: Overtime Premium Pay—Continued

Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provision for premium pay for overtime work, United States and regions, March 1969

Premium pay provision	Non-Federal hospitals						Non-government hospitals						State and local government hospitals					
	United States			North Central			United States			North Central			United States			North Central		
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at $1\frac{1}{2}$ times the regular rate of pay after:																		
17½ hours a week and 7½ hours a day	1	1	2	2	2	1	2	2	2	2	2	2	1	1	1	1	1	1
40 hours a week and 8 hours a day	24	22	9	24	58	21	20	7	20	67	23	11	4	11	29	17	1	1
40 hours per regularly scheduled 14-day work period and 8 hours a day	21	11	19	68	26	24	12	19	39	28	21	6	6	19	36	19	19	19
15 hours a week	42	41	64	43	16	18	19	71	40	4	33	27	8	31	19	2	2	2
15 hours a week	1	2	1	1	1	2	6	8	1	1	1	1	1	1	1	1	1	1
Other provisions	5	10	4	1	1	1	5	1	2	1	1	1	1	1	1	1	1	1
Employees in hospitals with no overtime premium pay provisions	3	2	4	3	2	1	2	2	1	1	1	2	3	8	10	7	7	7
Other non-state-owned employees																		
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals with provisions for overtime premium pay at $1\frac{1}{2}$ times the regular rate of pay after:																		
17½ hours a week and 7½ hours a day	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
40 hours a week and 8 hours a day	22	21	9	23	62	22	21	6	19	62	22	26	17	17	27	33	33	33
40 hours per regularly scheduled 14-day work period and 8 hours a day	23	10	21	37	27	26	12	21	40	30	20	7	23	23	29	22	22	22
15 hours a week	42	48	59	18	10	46	54	77	40	6	16	98	19	24	13	13	13	13
15 hours a week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Other provisions	6	9	5	3	7	1	1	2	1	2	13	23	19	7	17	7	7	7
Employees in hospitals with no overtime premium pay provisions	3	1	2	1	3	1	1	1	1	1	6	6	3	7	13	6	6	6

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 35. Supplementary Pay Provision: Paid Holidays

Percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and formal provisions for paid holidays, United States and regions, March 1967.

Number of paid holidays ¹	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West
Registered nurses															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Under 5 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5 days	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
6 days	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
7 days	25	22	18	10	31	29	27	17	34	40	31	4	10	18	11
8 days	18	17	10	7	30	16	9	6	9	12	2	11	13	31	31
9 days	6	12	1	4	8	6	14	•	•	6	7	3	15	10	10
10 days	7	14	1	1	1	7	20	•	•	7	7	13	4	8	5
11 days	8	19	1	1	1	1	1	•	•	1	25	5	4	18	33
12 days	2	3	1	•	2	•	•	•	•	1	6	16	2	9	9
13 days	1	•	•	•	•	•	•	•	•	1	•	1	•	1	•
Over 13 days	1	•	•	•	•	•	•	•	•	1	•	•	•	•	•
Employees in hospitals providing no paid holidays	1	•	•	•	•	•	•	•	•	1	•	•	•	•	•
Professional and technical employees (except registered nurses)															
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Under 5 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5 days	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
6 days	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
7 days	22	16	42	40	15	33	7	51	50	2	18	•	24	23	•
8 days	16	19	11	9	30	17	27	19	8	13	12	2	14	13	11
9 days	8	13	1	5	7	7	17	•	•	5	19	2	3	17	17
10 days	8	22	1	2	1	8	23	•	•	3	24	16	3	7	13
11 days	2	1	2	•	14	4	11	•	•	3	49	3	27	34	2
12 days	1	•	•	•	•	•	•	•	•	•	6	12	•	1	•
13 days	1	•	•	•	•	•	•	•	•	•	•	•	•	•	•
Over 13 days	1	•	•	•	•	•	•	•	•	•	1	•	•	•	•
Employees in hospitals providing no paid holidays	1	•	•	•	•	•	•	•	•	•	1	•	•	•	•

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 35. Supplementary Pay Provisions: Paid Holidays—Continued

Number of paid holidays ¹	Non-Federal hospitals										State and local government hospitals									
	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals					State and local government hospitals				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Under 5 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5 days	5	5	18	46	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
6 days	29	18	42	40	40	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
7 days	18	17	11	9	29	16	21	11	7	33	10	10	2	12	14	28	17	9	17	9
8 days	16	13	1	6	11	6	16	1	1	6	6	11	1	1	20	22	6	6	6	6
9 days	7	1	1	2	7	7	22	1	1	1	1	1	1	1	1	1	1	1	1	1
10 days	10	20	2	5	12	4	11	1	1	1	1	1	1	1	1	1	1	1	1	1
11 days	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
12 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
13 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
14 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Employees in hospitals providing no paid holidays	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Under 5 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
6 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
7 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
9 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
10 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
11 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
12 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
13 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
14 days	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Employees in hospitals providing no paid holidays	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

¹ Tabulations limited to full-day holidays provided annually; a few hospitals provided additional half-day holidays.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 56. Supplementary Pay Provisions Paid Vacations

(Non-federal hospitals. Percent of full-time employees in selected occupational groups in hospitals (classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1969)

Vacation policy	Non-federal hospitals				Nongovernment hospitals				State and local government hospitals						
	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West
Regulated hospitals															
Unregulated hospitals															
Method of payment															
Employees in hospitals receiving paid vacations	93	100	99	99	99	99	99	99	99	99	100	100	100	100	100
Employees in hospitals receiving paid vacations by type of ownership															
Government	93	100	99	99	99	99	99	99	99	99	100	100	100	100	100
Non-government	93	100	99	99	99	99	99	99	99	99	100	100	100	100	100
Employees in hospitals receiving no paid vacations	7	0	1	1	1	1	1	1	1	1	0	0	0	0	0
Amount of vacation pay															
After 1 year of service															
1 week	3	4	4	2	2	1	5	3	2	3	2	1	3	1	1
Over 1 and under 2 weeks	69	36	75	83	90	73	39	80	89	91	57	24	61	69	69
Over 2 and under 3 weeks	6	5	10	4	3	2	1	4	1	3	19	42	23	34	7
Over 3 and under 4 weeks	13	24	7	9	3	13	23	6	8	3	12	23	9	10	4
Over 4 and under 5 weeks	4	6	6	6	1	1	2	1	1	1	4	2	1	2	1
Over 5 weeks	9	25	1	1	1	1	2	1	1	1	5	2	1	6	1
After 2 years of service															
1 week	1	2	2	1	2	1	2	1	1	2	1	1	3	1	1
Over 1 and under 2 weeks	61	31	69	74	85	63	33	72	76	80	54	23	61	61	50
Over 2 and under 3 weeks	7	6	13	5	4	4	1	1	1	1	10	23	10	14	3
Over 3 and under 4 weeks	19	31	10	19	9	20	33	11	20	8	16	23	10	14	3
Over 4 and under 5 weeks	1	1	2	2	1	1	1	1	1	1	4	2	1	2	1
Over 5 weeks	10	24	3	2	1	19	23	1	1	1	9	27	1	6	1
After 3 years of service															
1 week	1	1	2	1	1	1	2	1	1	1	1	1	3	1	1
Over 1 and under 2 weeks	54	27	63	60	76	56	24	67	64	60	48	22	54	50	42
Over 2 and under 3 weeks	5	3	1	1	1	4	1	1	1	1	11	5	18	18	7
Over 3 and under 4 weeks	26	31	1	25	16	26	33	1	3	13	24	40	25	17	12
Over 4 and under 5 weeks	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Over 5 weeks	12	30	6	4	1	12	31	1	2	1	12	27	4	13	3
After 4 years of service															
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	54	27	63	60	76	56	24	67	64	60	48	22	54	50	42
Over 2 and under 3 weeks	5	3	1	1	1	4	1	1	1	1	11	5	18	18	7
Over 3 and under 4 weeks	26	31	1	25	16	26	33	1	3	13	24	40	25	17	12
Over 4 and under 5 weeks	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Over 5 weeks	12	30	6	4	1	12	31	1	2	1	12	27	4	13	3

See footnote at end of table.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 36. Supplementary Pay Provisions. Paid Vacations—Continued

Percent of full-time employees in selected occupational groups in hospitals, classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1967

Vacation policy	Non-Federal hospitals				Semi-government hospitals				State and local government hospitals						
	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West	United States	North-east	South	North-Central	West
Amount of vacation pay—Continued															
After 10 years of service															
1 week	4	1	1	1	1	4	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	7	3	29	7	6	6	1	1	1	1	1	1	1	1	1
2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	44	14	54	51	46	43	38	56	56	33	45	26	46	4	54
3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	19	56	18	18	16	41	54	14	40	54	2	3	10	3	19
4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 and under 5 weeks	2	5	1	1	1	1	1	2	1	1	4	2	5	5	11
5 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 5 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
After 15 years of service															
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	6	1	16	4	3	6	2	13	4	3	7	1	19	5	1
2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	37	24	57	39	28	31	27	54	42	32	31	21	47	32	16
3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	42	61	11	45	4	47	61	22	40	60	17	48	3	44	65
4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 and under 5 weeks	2	2	3	3	3	2	1	2	1	3	6	3	3	4	2
5 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 5 and under 6 weeks	2	5	1	1	1	1	1	1	1	1	6	26	4	4	1
6 weeks or more	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
After 20 years of service															
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	6	1	16	4	3	6	2	13	4	3	7	1	19	5	1
2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	47	27	44	30	23	31	23	46	31	27	24	16	59	26	10
3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	47	66	16	54	62	58	61	32	61	65	44	51	13	43	73
4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 and under 5 weeks	3	2	3	3	3	2	3	2	1	4	3	4	4	3	6
5 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 5 and under 6 weeks	2	5	1	1	1	1	1	1	1	1	8	26	4	4	2
6 weeks or more	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals, classified by type of ownership and formal provisions for paid vacations, United States and Regions, March 1969)

Vacation policy	Non-Federal hospitals					Nongovernment hospitals					State and local government hospitals				
	North-east		South	North Central	West	North-east		South	North Central	West	North-east		South	North Central	West
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
Method of payment															
Employees in hospitals providing paid vacations															
Long-term contract	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Long-term contract	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Other	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Employees in hospitals providing no paid vacations															
1 week	3	2	6	3	2	2	3	7	2	2	3	3	5	5	3
Over 1 and under 2 weeks	71	52	74	78	90	74	66	79	64	92	63	33	2	2	64
Over 2 and under 3 weeks	6	17	0	3	4	12	1	5	1	2	17	15	20	18	10
Over 3 and under 4 weeks	11	1	1	1	1	1	5	1	1	1	1	12	10	9	3
Over 4 weeks	8	23	2	1	1	1	1	2	1	1	6	27	1	2	2
Over 5 weeks	1	1	1	1	1	1	1	1	1	1	2	4	1	4	1
After 1 year of service															
1 week	1	3	3	3	3	3	1	2	3	1	1	1	3	3	3
Over 1 and under 2 weeks	67	51	72	71	96	70	54	77	73	87	33	64	65	65	71
Over 2 and under 3 weeks	7	4	3	8	5	4	2	6	4	2	17	14	22	18	10
Over 3 and under 4 weeks	15	20	7	16	8	16	6	6	23	7	12	17	11	9	11
Over 4 weeks	8	23	2	1	1	1	1	2	3	1	6	27	1	2	2
Over 5 weeks	1	1	1	1	1	1	1	1	1	1	2	4	1	4	1
After 2 years of service															
1 week	1	1	2	3	2	1	1	2	3	2	1	1	3	3	3
Over 1 and under 2 weeks	91	47	69	63	77	64	51	72	64	84	55	39	67	63	63
Over 2 and under 3 weeks	7	3	3	3	5	4	2	3	5	3	13	7	14	13	10
Over 3 and under 4 weeks	20	24	12	23	16	20	23	9	28	13	18	26	18	10	24
Over 4 weeks	1	1	2	3	1	1	3	4	4	1	7	27	2	2	2
Over 5 weeks	1	1	1	1	1	1	1	1	1	1	4	7	1	4	4
After 3 years of service															
1 week	2	1	1	2	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	10	27	40	31	20	10	11	40	24	24	30	4	41	46	46
Over 2 and under 3 weeks	6	3	3	3	4	4	3	11	3	1	17	5	18	18	18
Over 3 and under 4 weeks	47	38	35	53	71	49	35	38	63	69	43	53	30	28	28
Over 4 weeks	2	2	2	2	1	1	2	2	2	1	4	1	3	3	3
Over 5 weeks	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2

See footnote at end of table.

Table 46. Supplementary Pay Provisions: Paid Vacations—Continued

(Non-Federal hospitals, percent of full-time employees in selected occupational groups in hospitals classified by type of ownership and form of provisions for paid vacations, United States and regions, March 1964)

Vacation policy	Non-Federal hospitals						Nongovernment hospitals						State and local government hospitals					
	United States			North Central			North Central			United States			North Central			United States		
	North-east	South	West	North-east	South	West	North-east	South	West	North-east	South	West	North-east	South	West	North-east	South	West
Amount of vacation pay—Continued																		
After 10 years of service																		
1 week	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 1 and under 2 weeks	11	8	24	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 2 and under 3 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 3 and under 4 weeks	44	39	56	56	60	31	55	41	31	36	26	31	36	47	30	38	38	38
4 weeks	3	2	4	2	3	4	3	2	3	4	3	4	3	6	3	3	3	3
Over 4 and under 5 weeks	12	1	10	29	16	43	18	16	18	15	15	15	15	10	10	10	10	10
5 weeks	2	1	2	3	2	2	3	2	3	3	3	3	3	2	2	2	2	2
Over 5 weeks	2	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
After 15 years of service																		
1 week	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 1 and under 2 weeks	7	4	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 2 and under 3 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	47	34	56	42	46	29	43	36	32	36	22	32	36	52	38	38	38	38
Over 3 and under 4 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
4 weeks	41	33	11	43	38	58	40	38	40	38	26	40	38	11	18	27	27	27
Over 4 and under 5 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5 weeks	2	2	2	1	3	4	2	3	4	4	6	7	2	2	2	2	2	2
Over 5 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
After 20 years of service																		
1 week	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 1 and under 2 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 2 and under 3 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 3 and under 4 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
4 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 4 and under 5 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 5 weeks	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

see footnote at end of table.

Table 46. Supplementary Provisions Paid Vocations—Continued

General hospital policy. Percent of full-time employees in service in 1967, and groups in hospitals classified by type of ownership and formal provisions for paid vacations, United States and regions, March 1967.

Vacation policy	Non-federal hospitals								State and local government hospitals							
	Non-federal hospitals				Non-federal hospitals				Non-federal hospitals				State and local government hospitals			
	United States	North	South	West	United States	North	South	West	United States	North	South	West	United States	North	South	West
Employees in hospitals providing no paid vacation																
After 1 year of service																
1 week and under 2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	82	78	86	81	81	82	86	83	84	82	84	87	82	87	87	87
Over 3 and under 4 weeks	9	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Over 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
After 2 years of service																
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	81	74	86	84	80	81	86	81	81	81	82	82	81	81	81	81
Over 2 and under 3 weeks	16	24	10	14	18	18	10	14	18	18	12	17	18	18	18	18
Over 3 and under 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Over 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
After 3 years of service																
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	77	75	82	82	80	80	83	80	80	80	81	81	80	80	80	80
Over 2 and under 3 weeks	19	23	16	17	19	19	16	17	19	19	18	18	19	19	19	19
Over 3 and under 4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
After 4 years of service																
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	77	75	82	82	80	80	83	80	80	80	81	81	80	80	80	80
Over 2 and under 3 weeks	19	23	16	17	19	19	16	17	19	19	18	18	19	19	19	19
Over 3 and under 4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
After 5 years of service																
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	77	75	82	82	80	80	83	80	80	80	81	81	80	80	80	80
Over 2 and under 3 weeks	19	23	16	17	19	19	16	17	19	19	18	18	19	19	19	19
Over 3 and under 4 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 4 weeks	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2

See footnote at end of table.

Table 36. Supplementary Pay Provisions Paid Vacations—Continued

Percent of full-time employees in selected occupational groups in hospitals, classified by type of ownership and formal provisions for paid vacations, United States and regions, Mar. 1947.

Vacation policy	Non-Federal hospitals						Nongovernment hospitals						State and local Government hospitals						
	Non-Federal hospitals			Nongovernment hospitals			Federal hospitals			State and local Government hospitals			Federal hospitals			State and local Government hospitals			
	United States	North	South	North	South	Central	United States	North	South	North	South	Central	United States	North	South	North	South	Central	West
<i>Method of vacation pay¹—Continued</i>																			
<i>After 10 years of service</i>																			
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	4	4	4	10	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	56	52	65	62	43	67	58	61	67	64	52	47	5	5	5	5	5	5	64
Over 4 and under 5 weeks	3	1	6	17	43	2	2	1	3	4	8	4	10	67	10	6	24	10	10
Over 5 and under 6 weeks	22	26	7	12	4	24	24	12	20	51	18	13	1	16	24	1	1	1	1
Over 6 and under 7 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 7 weeks	6	6	1	1	1	1	1	1	1	1	6	27	1	1	1	1	1	1	1
<i>After 15 years of service</i>																			
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	47	35	54	52	32	51	53	57	57	35	38	25	60	38	29	1	1	1	1
Over 4 and under 5 weeks	33	39	12	33	58	35	43	18	34	55	25	35	3	18	37	1	1	1	1
Over 5 and under 6 weeks	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 6 and under 7 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 7 weeks or more	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<i>After 20 years of service</i>																			
1 week	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 2 and under 3 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 3 and under 4 weeks	36	30	45	40	25	34	34	48	53	11	26	17	37	31	19	1	1	1	1
Over 4 and under 5 weeks	45	44	22	2	64	17	52	27	45	62	13	7	14	10	25	1	1	1	1
Over 5 and under 6 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 6 and under 7 weeks	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Over 7 weeks or more	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

See footnote at end of table.

Table 46. Supplementary Pay Provisions Paid Vacation—Continued

Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals, classified by type of ownership and Federal provision for paid vacations, United States and regions, March 1962.

Vacation policy	Non-Federal hospitals						State and local government hospitals					
	United States	North-east	South-east	North-central	South-central	West	United States	North-east	South-east	North-central	South-central	West
Method of payment												
Employees in hospitals providing paid vacations	99	94	94	94	94	100	100	100	100	100	100	100
Length-of-service payment	34	33	34	34	34	34	34	34	34	34	34	34
Percentage	34	33	34	34	34	34	34	34	34	34	34	34
Other	65	66	66	66	66	66	66	66	66	66	66	66
Employees in hospitals providing no paid vacation	1	6	6	6	6	0	0	0	0	0	0	0
Amount of vacation pay												
After 1 year of service												
1 week	1	5	7	7	7	1	4	4	5	5	5	7
Over 1 and under 2 weeks	76	64	70	64	64	94	94	94	94	94	94	94
2 weeks	23	35	23	29	29	5	2	2	1	1	1	1
Over 2 and under 3 weeks	10	14	13	16	16	2	1	1	2	2	2	2
3 weeks	6	5	7	5	5	1	1	1	2	2	2	3
Over 3 and under 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
Over 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
After 2 years of service												
1 week	2	3	3	3	3	1	1	1	3	3	3	3
Over 1 and under 2 weeks	76	66	72	66	66	94	94	94	94	94	94	94
2 weeks	23	33	27	33	33	5	2	2	1	1	1	1
Over 2 and under 3 weeks	10	16	16	16	16	2	1	1	2	2	2	2
3 weeks	1	4	4	4	4	1	1	1	2	2	2	2
Over 3 and under 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
Over 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
After 3 years of service												
1 week	1	1	2	1	1	1	1	1	2	1	1	1
Over 1 and under 2 weeks	74	64	70	64	64	94	94	94	94	94	94	94
2 weeks	25	35	28	35	35	5	2	2	1	1	1	1
Over 2 and under 3 weeks	10	16	16	16	16	2	1	1	2	2	2	2
3 weeks	1	4	4	4	4	1	1	1	2	2	2	2
Over 3 and under 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
Over 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
After 5 years of service												
1 week	1	1	1	1	1	1	1	1	1	1	1	1
Over 1 and under 2 weeks	77	68	74	68	68	94	94	94	94	94	94	94
2 weeks	22	31	25	31	31	5	2	2	1	1	1	1
Over 2 and under 3 weeks	10	16	16	16	16	2	1	1	2	2	2	2
3 weeks	1	4	4	4	4	1	1	1	2	2	2	2
Over 3 and under 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
4 weeks	1	1	1	1	1	0	0	0	1	1	1	1
Over 4 weeks	1	1	1	1	1	0	0	0	1	1	1	1

See footnote at end of table.

Table 36. Supplementary Pay Provisions: Paid Vacations—Continued

Non-Federal hospitals. Percentage of full-time employees in selected occupational groups in hospitals classified by type of ownership and normal provision for paid vacations. United States and Regions, March 1961

Vacation policy	Non-Federal hospitals						Nongovernment hospitals						State and local government hospitals				
	United States			North Central			West			United States			North Central			West	
	East	South	West	East	South	West	East	South	West	East	South	West	East	South	West		
Amount of additional pay ¹ —Continued																	
After 10 years of service																	
1 week	15	11	25	12	17	17	12	17	17	12	17	17	12	17	17	1	
Over 1 and under 2 weeks	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	1	
Over 2 and under 3 weeks	55	47	54	68	59	61	67	15	48	21	46	11	41	21	41	1	
Over 3 and under 4 weeks	4	7	7	2	2	2	2	2	2	2	2	2	2	2	2	1	
Over 4 and under 5 weeks	20	19	1	18	9	18	18	49	19	44	4	4	4	4	4	1	
Over 5 and under 6 weeks	3	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Over 6 weeks	3	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
After 15 years of service																	
1 week	11	6	21	9	12	10	19	7	16	1	1	1	1	1	1	1	
Over 1 and under 2 weeks	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	1	
Over 2 and under 3 weeks	16	13	51	51	49	52	59	13	45	22	47	41	21	41	21	1	
Over 3 and under 4 weeks	15	2	7	5	8	1	1	2	1	1	1	1	1	1	1	1	
Over 4 and under 5 weeks	3	11	11	11	11	11	10	54	26	46	3	3	3	3	3	1	
Over 5 and under 6 weeks	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Over 6 weeks	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
After 20 years of service																	
1 week	11	6	21	9	12	10	19	7	16	1	1	1	1	1	1	1	
Over 1 and under 2 weeks	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	1	
Over 2 and under 3 weeks	16	13	51	51	49	52	59	13	45	22	47	41	21	41	21	1	
Over 3 and under 4 weeks	15	2	7	5	8	1	1	2	1	1	1	1	1	1	1	1	
Over 4 and under 5 weeks	3	11	11	11	11	11	10	54	26	46	3	3	3	3	3	1	
Over 5 and under 6 weeks	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Over 6 weeks	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	

¹ Vacation payments are, as percent of annual earnings were converted to an equivalent time basis. Periods of service were shown arbitrarily and do not reflect necessarily the individual accumulation provisions for progression. For example, changes in provisions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

² Less than 0.1 percent.

Table 37. Supplementary Pay Provisions: Health, Insurance, and Retirement Plans

(Non-Federal hospitals: Percent of full-time employees in selected occupational groups in hospitals with specified health, insurance, and pension plans, by type of hospital ownership, United States, and regions, March 1969)

Type of plan ¹	Non-Federal hospitals						Non-government hospitals						State and local government hospitals					
	United States			North-east			United States			North-east			United States			North-east		
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Registered nurses																		
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Life insurance	67	75	67	70	60	68	72	65	61	61	72	63	87	53	53	58	58	58
Accidental death and dismemberment insurance	59	17	17	14	50	41	40	41	39	39	59	24	24	28	20	23	23	23
Sickness and accident insurance, or both	97	100	91	92	90	92	90	92	92	97	100	92	100	91	98	99	99	99
Sickness and accident insurance	83	10	8	34	11	12	12	10	14	13	7	7	2	1	3	3	3	3
Sick leave (full pay, no waiting period)	11	96	60	82	81	47	55	67	78	79	84	69	72	91	80	77	81	80
Sick leave (partial pay or waiting period)	11	2	18	12	15	12	2	19	15	16	8	8	9	18	5	11	5	11
Hospitalization insurance	86	95	89	78	92	88	89	89	79	92	87	89	99	46	73	92	42	42
Medical insurance	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93
Medical insurance	78	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
Catastrophe insurance	62	51	69	47	69	46	43	56	51	41	83	53	48	72	75	61	62	61
Retirement plans:																		
Retirement pension or social security or both	94	94	90	93	97	93	83	89	94	97	97	97	100	93	97	93	93	93
Compulsory retirement pay	4	4	7	6	4	5	4	19	4	4	9	4	3	7	7	7	7	7
Voluntary retirement pay	94	93	83	96	90	97	90	92	98	98	98	97	100	100	100	100	100	100
Unemployment insurance	4	11	11	7	24	12	2	13	8	17	13	43	43	7	13	5	5	5
No plans	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Professional and technical employees (except registered nurses)																		
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Life insurance	67	75	67	70	60	68	72	65	61	61	72	63	87	53	53	58	58	58
Accidental death and dismemberment insurance	59	17	17	14	50	41	40	41	39	39	59	24	24	28	20	23	23	23
Sickness and accident insurance, or both	97	100	91	92	90	92	90	92	92	97	100	92	100	91	98	99	99	99
Sickness and accident insurance	83	10	8	34	11	12	12	10	14	13	7	7	2	1	3	3	3	3
Sick leave (full pay, no waiting period)	11	96	60	82	81	47	55	67	78	79	84	69	72	91	80	77	81	80
Sick leave (partial pay or waiting period)	11	2	18	12	15	12	2	19	15	16	8	8	9	18	5	11	5	11
Hospitalization insurance	86	95	89	78	92	88	89	89	79	92	87	89	99	46	73	92	42	42
Medical insurance	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93	93
Medical insurance	78	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71	71
Catastrophe insurance	62	51	69	47	69	46	43	56	51	41	83	53	48	72	75	61	62	61
Retirement plans:																		
Retirement pension or social security or both	94	94	90	93	97	93	83	89	94	97	97	97	100	93	97	93	93	93
Compulsory retirement pay	4	4	7	6	4	5	4	19	4	4	9	4	3	7	7	7	7	7
Voluntary retirement pay	94	93	83	96	90	97	90	92	98	98	98	97	100	100	100	100	100	100
Unemployment insurance	4	11	11	7	24	12	2	13	8	17	13	43	43	7	13	5	5	5
No plans	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7

See footnote at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Non-Industrial hospitals: Percent of full-time employees in selected occupational groups in hospitals with specified health, insurance, and pension plans, by type of hospital ownership, United States and regions, March 1969.

includes only those firms for which at least part of the cost is borne by the employer. Unpaid total of employees receiving sick leave or no leave and accident insurance shown separately. Less than 0.5 percent.

Table 38. Labor-Management Contract Status. Non-Federal Hospitals

(Non-Federal hospitals: Percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of membership and by coverage under collective bargaining agreements, United States and regions, March 1962)

Coverage under collective bargaining agreements	United States		Northeast*		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
all employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	5	9	7	13	2	3	9	33	8	33
Some but minority of employees covered	1	1	2	1	1	1	1	2	2	1
No collective bargaining agreements	94	90	91	86	97	97	91	65	90	66
Professional and technical employees (except registered nurses)										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	2	3	3	4	2	2	2	3	2	2
Some but minority of employees covered	1	2	1	1	2	1	1	1	2	5
No collective bargaining agreements	98	94	96	94	94	97	97	93	96	90
Office clerical employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	3	7	7	14	2	2	4	8	1	3
Some but minority of employees covered	2	2	4	4	1	1	3	3	1	1
No collective bargaining agreements	97	90	92	84	97	96	93	89	97	96
Other nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	6	13	13	23	2	3	9	17	6	11
Some but minority of employees covered	3	5	7	4	2	2	3	7	6	9
No collective bargaining agreements	91	81	80	73	96	94	88	76	88	80

* Less than 0.5 percent.

NOTE: Totals of hospitals; sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 39. Labor-Management Contract Status. Nongovernment Hospitals

Percentage of hospitals, percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of ownership and by coverage under collective bargaining agreements, United States and regions, March 1960.

Coverage under collective bargaining agreement	United States				Northeast				South				North Central				West			
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
All employees																				
Hospitals with—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Majority of employees covered	3	6	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Some but minority of employees covered	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
No collective bargaining agreements	96	93	96	98	96	98	96	98	96	98	96	98	96	98	96	98	96	98	96	96
Registered nurses																				
Hospitals with—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Majority of employees covered	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Some but minority of employees covered	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
No collective bargaining agreements	98	97	98	99	98	99	98	99	98	99	98	99	98	99	98	99	98	99	98	98
Office clerical employees																				
Hospitals with—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Majority of employees covered	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Some but minority of employees covered	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
No collective bargaining agreements	98	96	98	98	98	98	98	98	98	98	98	98	98	98	98	98	98	98	98	98
Other nonprofessional employees																				
Hospitals with—	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Majority of employees covered	5	9	8	12	8	12	8	12	8	12	8	12	8	12	8	12	8	12	8	12
Some but minority of employees covered	2	3	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
No collective bargaining agreements	93	87	91	86	91	86	91	86	91	86	91	86	91	86	91	86	91	86	91	86

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 40. Labor-Management Contract Status: State and Local Government Hospitals

(State and local government hospitals: Percent of hospitals and full-time employees in selected occupational groups in hospitals classified by type of membership and by coverage under collective bargaining agreements, United States and regions, March 1969)

Coverage under collective bargaining agreement	United States		Northeast		South		North Central		West	
	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees	Hospitals	Employees
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	8	22	28	45	1	4	8	24	7	14
Some but minority of employees covered	1	1	2	4	2	5	1	1	—	—
No collective bargaining agreements	91	76	70	51	97	91	92	75	93	86
Professional and technical employees (except registered nurses)										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	4	13	15	25	1	6	3	14	1	6
Some but minority of employees covered	1	1	1	2	—	3	—	1	—	—
No collective bargaining agreements	95	85	84	73	98	90	96	85	97	94
Office clerical employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	5	19	29	64	1	5	2	29	3	5
Some but minority of employees covered	1	1	1	4	—	6	1	6	2	2
No collective bargaining agreements	94	79	69	44	98	89	97	74	95	93
Other nonprofessional employees										
All employees	100	100	100	100	100	100	100	100	100	100
Hospitals with—										
Majority of employees covered	8	21	32	81	1	6	8	22	3	9
Some but minority of employees covered	4	8	9	7	1	6	5	12	5	12
No collective bargaining agreements	89	71	59	12	98	88	87	66	92	79

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.

Table 41. Perquisites: Occupational Groups, United States and Regions

Perquisite	United States				Northeast				South				North Central				West			
	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.	Non- Federal govt.	State and local govt.
Non-Federal hospitals: Percent of nonperquisite employees in hospitals* classified by type of ownership and selected perquisites provided, March 1960																				
General duty registered nurses																				
Free meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Lodging only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Free uniforms and laundering	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Laundry only	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
Uniforms and laundering	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Monetary allowance in lieu of uniforms and/or laundering	4	3	7	12	8	23	1	1	1	1	1	1	1	1	1	1	1	1	1	1
No perquisite	72	60	82	62	75	27	72	72	79	60	76	82	60	82	89	64				
Practical nurses																				
Free meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Lodging only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Free uniforms and laundering	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Uniforms only	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
Uniforms and laundering	3	2	4	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Monetary allowance in lieu of uniforms and/or laundering	4	3	7	12	8	23	1	1	1	1	1	1	1	1	1	1	1	1	1	1
No perquisite	70	79	81	61	73	26	70	70	77	59	74	81	57	87	89	68				
Nursing aids																				
Free meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Lodging only	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Meals and lodging	6	5	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Free uniforms and laundering	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Uniforms only	12	6	26	11	2	17	15	6	26	11	8	19	1	1	1	1	1	1	1	1
Uniforms and laundering	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
Monetary allowance in lieu of uniforms and/or laundering	4	3	8	9	4	23	3	3	3	3	3	3	3	3	3	3	3	3	3	3
No perquisite	57	66	45	44	53	18	65	71	54	62	66	53	75	83	83	56				

See footnote at end of table.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.

Table 41. *Perquisites. Occupational Groups, United States and Regions--Continued*(Non-Federal hospitals: Percent of non-supervisory employees in hospitals¹ classified by type of ownership and selected perquisites for proximately March 1960)

Perquisites	United States				Northwest				South				North-Central				West			
	Federal				State and local government				Non-governmental				State and local government				Non-governmental			
	No.	State and local government	Non-governmental	Total	No.	State and local government	Non-governmental	Total	No.	State and local government	Non-governmental	Total	No.	State and local government	Non-governmental	Total	No.	State and local government	Non-governmental	Total
Free meals and lodging																				
Lodging only	17	23	15	16	14	7	22	25	12	15	15	15	15	15	15	15	30	30	30	30
Meals only	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Meals and lodging	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Free uniforms and laundering																				
Uniforms only	3	5	7	6	8	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3
Laundering only	17	5	28	11	2	18	18	18	27	1	7	7	27	10	4	4	26	26	26	26
Uniforms and laundering	29	32	23	46	14	10	23	28	15	23	22	16	25	23	23	23	23	23	23	23
Monetary allowance in lieu of uniforms and/or laundering	2	2	3	2	2	2	2	2	4	3	2	3	3	3	3	3	3	3	3	3
No perquisites	41	43	53	28	32	17	42	43	39	50	51	41	46	51	46	51	46	51	46	51
Meals and lodging																				
Lodging only	6	6	6	6	6	6	7	7	6	6	6	6	6	6	6	6	6	6	6	6
Meals only	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Meals and lodging	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Free uniforms and laundering																				
Uniforms only	5	6	7	8	10	2	3	4	3	5	5	3	3	3	3	3	3	3	3	3
Laundering only	13	6	24	10	2	15	15	8	22	13	3	16	2	3	3	3	23	23	23	23
Uniforms and laundering	28	14	22	14	16	16	22	27	14	20	22	14	26	23	23	23	23	23	23	23
Monetary allowance in lieu of uniforms and/or laundering	3	5	3	2	2	2	2	2	4	4	4	4	4	4	4	4	4	4	4	4
No perquisites	44	50	51	31	34	22	52	58	47	56	56	46	56	56	56	56	56	56	56	56
Meals and lodging																				
Lodging only	4	3	5	4	4	4	4	4	3	5	5	3	5	5	5	5	5	5	5	5
Meals only	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Meals and lodging	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Free uniforms and laundering																				
Uniforms only	2	2	2	3	3	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2
Laundering only	13	5	23	10	3	13	13	3	23	4	23	7	17	3	3	3	13	13	13	13
Uniforms and laundering	20	22	16	42	32	30	43	46	4	16	20	2	15	15	15	15	15	15	15	15
Monetary allowance in lieu of uniforms and/or laundering	1	1	1	2	2	2	2	2	3	3	2	2	2	2	2	2	2	2	2	2
No perquisites	44	47	37	31	35	20	44	44	45	46	46	34	50	44	44	44	44	44	44	44

¹ Tabulation is limited to hospitals having workers in the occupational groups. Percentages are based on the total employment in hospitals providing selected perquisites to a majority of the workers in the respective groups.

² Less than 0.5 percent.

Table 42. Employees on a 14-Day Work Schedule: United States and Regions: Non-Federal Hospitals

(Non-Federal hospitals, number of hospitals, full-time employment, and full-time non-supervisory employees in selected occupational groups regularly employed on a 14-day work schedule, March 1964)

Region	Total			Hospitals with non-supervisory employees who worked over 20 hours a week		Hospitals with non-supervisory employees	
	Hospitals	Full-time employees	Time supervisory work - 14 days	Hospitals	Non-supervisory employees	Hospitals	Non-supervisory employees
United States	2,163	334,217	297,113	2,002	294,599	1,500	32,429
Northeast	496	111,129	102,283	448	107,617	186	2,479
North Central	851	114,026	107,474	803	109,822	609	1,658
South Central	762	131,626	127,270	631	127,111	609	1,658
West	114	40,180	37,064	79	41,760	210	1,106
Total							
United States	2,067	306,551	294,131	1,971	291,135	1,108	21,213
Northeast	496	107,412	98,226	448	102,907	186	2,479
North Central	851	114,026	107,474	803	109,822	609	1,658
South Central	762	131,626	127,270	631	127,111	609	1,658
West	114	40,180	37,064	79	41,760	210	1,106
Total							
United States	1,651	209,932	204,131	1,600	205,562	604	11,764
Northeast	496	107,412	98,226	448	102,907	186	2,479
North Central	851	114,026	107,474	803	109,822	609	1,658
South Central	762	131,626	127,270	631	127,111	609	1,658
West	114	40,180	37,064	79	41,760	210	1,106
Total							
United States	1,667	195,183	194,117	1,649	193,931	582	9,215
Northeast	411	97,420	92,410	400	91,001	156	2,273
North Central	851	114,026	107,474	803	109,822	609	1,658
South Central	762	131,626	127,270	631	127,111	609	1,658
West	243	55,967	53,927	215	52,903	151	1,111
Total							
United States	1,793	207,832	197,490	1,709	197,058	1,294	19,234
Northeast	411	97,420	92,410	400	91,001	156	2,273
North Central	851	114,026	107,474	803	109,822	609	1,658
South Central	762	131,626	127,270	631	127,111	609	1,658
West	243	55,967	53,927	215	52,903	151	1,111

1. Approximately 140 hospitals selected, representing an estimated 837 non-supervisory employees, reported that they used the 14-day work schedule for some or all of their employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 20 hours in a 14-day period or over 8 hours in a day. These hospitals were not included in the above tabulations.

2. A duplicated number of hospitals, which had non-supervisory employees on a 14-day work schedule in any of the 3 categories listed below. The equipment funds for the sum of the 14-day time.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

Table 43. Employees on a 14-Day Work Schedule, United States and Region: Nongovernment Hospitals

(Nongovernment hospitals; number of hospitals, full-time employment, and full-time nonprofessional employees in scheduled or irregular group regularly employed on a 14-day work schedule, March 1967)

Region	Total			Hospitals			Non-hospital employees			Total		
	Hospitals	Full-time employees	Non-hospital employees on a 14-day work schedule	Hospitals	Non-hospital employees	Non-hospital employees on a 14-day work schedule	Hospitals	Non-hospital employees	Non-hospital employees on a 14-day work schedule	Hospitals	Non-hospital employees	Non-hospital employees on a 14-day work schedule
United States												
Northeast	1,147	220,142	106,597	1,080	207,206	104	2,936	2,887	2,936	1,147	220,142	106,597
North	168	26,873	12,162	140	25,434	28	128	128	128	168	26,873	12,162
South	346	57,136	26,046	310	55,431	36	227	227	227	346	57,136	26,046
South Central	523	103,000	48,100	484	99,106	39	428	428	428	523	103,000	48,100
West	202	31,133	15,289	140	29,150	62	181	181	181	202	31,133	15,289
Registered nurses												
United States	1,148	124,827	50,547	1,121	121,432	27	3,395	3,395	3,395	1,148	124,827	50,547
Northeast	182	16,541	6,767	182	16,541	0	0	0	0	182	16,541	6,767
North	518	9,908	4,000	493	9,832	25	75	75	75	518	9,908	4,000
South	379	18,329	7,167	358	18,104	21	129	129	129	379	18,329	7,167
South Central	106	1,608	658	106	1,608	0	0	0	0	106	1,608	658
West	159	1,608	658	159	1,608	0	0	0	0	159	1,608	658
Professional and technical employees, except registered nurses												
United States	1,081	15,929	15,299	1,071	15,016	10	913	913	913	1,081	15,929	15,299
Northeast	110	2,036	1,966	109	1,966	1	70	70	70	110	2,036	1,966
North	110	2,036	1,966	109	1,966	1	70	70	70	110	2,036	1,966
South	435	9,100	8,922	434	8,922	1	187	187	187	435	9,100	8,922
South Central	159	1,763	1,754	158	1,754	1	73	73	73	159	1,763	1,754
West	159	1,763	1,754	158	1,754	1	73	73	73	159	1,763	1,754
Office clerical employees												
United States	1,024	27,492	21,750	1,018	26,912	6	580	580	580	1,024	27,492	21,750
Northeast	114	3,440	2,510	113	3,412	1	28	28	28	114	3,440	2,510
North	106	6,564	5,206	105	6,491	1	73	73	73	106	6,564	5,206
South	454	14,073	11,107	453	14,031	1	461	461	461	454	14,073	11,107
South Central	150	3,417	2,597	149	3,417	1	89	89	89	150	3,417	2,597
West	150	3,417	2,597	149	3,417	1	89	89	89	150	3,417	2,597
Other nonprofessional employees												
United States	1,220	134,299	119,058	1,209	133,066	11	1,886	1,886	1,886	1,220	134,299	119,058
Northeast	126	18,887	10,080	125	18,887	1	0	0	0	126	18,887	10,080
North	440	37,658	15,082	439	37,658	1	0	0	0	440	37,658	15,082
South	484	63,419	60,504	483	63,419	1	0	0	0	484	63,419	60,504
South Central	170	18,115	14,293	169	18,115	1	0	0	0	170	18,115	14,293
West	170	18,115	14,293	169	18,115	1	0	0	0	170	18,115	14,293

¹ Approximately 115 hospitals existed, representing an estimated 484 hospitals, reported that they used the 14-day work schedule for some employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 80 hours in a 7-week period or over 8 hours in a day. These hospitals were not included in the above tabulations.

² Indicative number of hospitals which had nonprofessional employees on a 14-day work schedule in any of the 4 categories listed below. The employment counts are for each of the 4 categories.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 44. Employees on a 14-Day Work Schedule, United States and Regions: State and Local Government Hospitals

(State and local government hospitals: full-time employees, full-time employees, and full-time non-supervisory employees in selected occupational groups regularly employed on a 14-day work schedule, March 1967)

Region	Total			Hospitals with non-supervisory employees who worked over 80 hours		Hospitals with non-supervisory employees who worked 80 hours or less 14-day	
	Hospitals	Full-time employees	Non-supervisory employees on a 14-day work schedule	Hospitals	Non-supervisory employees	Hospitals	Non-supervisory employees
United States							
Northeast	724	104,075	99,194	527	8,393	516	8,577
South	44	14,756	10,811	15	118	28	135
South Central	111	39,710	35,562	218	4,901	228	3,893
North Central	228	34,498	34,180	172	3,034	161	1,947
West	122	15,021	14,601	117	740	79	962
Total							
United States							
Northeast	722	14,127	11,691	653	1,571	333	1,577
South	44	1,961	1,759	15	40	15	44
South Central	111	4,038	3,784	168	816	157	511
North Central	223	5,132	5,157	141	61	124	772
West	122	2,796	2,796	29	218	67	148
Total							
United States							
Northeast	570	5,008	4,895	186	546	216	718
South	19	247	194	7	109	13	57
South Central	107	1,889	1,859	123	109	153	577
North Central	158	2,067	2,067	41	147	57	192
West	86	805	775	23	96	26	130
Total							
United States							
Northeast	570	11,667	11,567	241	962	229	810
South	17	910	766	2	8	2	17
South Central	107	4,284	4,194	61	545	93	451
North Central	183	4,588	4,568	111	279	91	103
West	83	1,965	1,908	55	130	18	86
Total							
United States							
Northeast	693	13,271	6,641	181	5,212	167	5,147
South	46	11,618	8,178	22	70	4	80
South Central	111	29,499	29,545	198	1,111	184	2,581
North Central	206	22,641	22,193	117	1,978	116	2,167
West	109	5,115	5,125	14	39	79	119

1. Approximately 10 hospitals stated, representing an estimated 161 hospitals, reported that they used the 14-day work schedule for some employees. They were unable to provide information, however, on the number of employees on such schedules or whether they worked over 80 hours in a 2-week period or over 8 hours in a day. These hospitals were not included in the above tabulations.

2. Unduplicated number of hospitals which had non-supervisory employees on a 14-day work schedule in any of the 4 occupational categories listed below. The employment counts are the sum of the 4 categories.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 45. Hourly Earnings in July 1966: Selected Metropolitan Areas

(Non-Federal hospitals: Cumulative percent distribution of non-supervisory employees by average hourly earnings*)

Average hourly earnings†	Number of					
	Boston	Buffalo	New York City	Philadelphia	Atlanta	San Francisco
Under \$1.00	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.05	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.10	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.15	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.20	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.25	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.30	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.35	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.40	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.45	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.50	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.55	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.60	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.65	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.70	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.75	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.80	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.85	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.90	1.6	1.6	1.6	1.6	1.6	1.6
Under \$1.95	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.00	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.05	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.10	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.15	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.20	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.25	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.30	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.35	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.40	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.45	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.50	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.55	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.60	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.65	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.70	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.75	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.80	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.85	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.90	1.6	1.6	1.6	1.6	1.6	1.6
Under \$2.95	1.6	1.6	1.6	1.6	1.6	1.6
Under \$3.00	1.6	1.6	1.6	1.6	1.6	1.6
Total	1.6	1.6	1.6	1.6	1.6	1.6
Number of employees (in thousands)	1.6	1.6	1.6	1.6	1.6	1.6
Average hourly earnings*	1.6	1.6	1.6	1.6	1.6	1.6

See footnote at end of table.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics.

Table 45. Hourly Earnings in July 1966. Selected Metropolitan Areas—Continued

Average hourly earnings ¹	North Central ²					West				
	Chicago metro	Chicago land	Indianapolis met.	Minneapolis met.	St. Louis met.	San Francisco met.	Seattle met.	Portland met.	San Diego met.	San Jose met.
Under \$1.00	2.7	•	•	•	•	1.6	•	•	•	•
Under \$1.05	•	•	•	•	•	•	•	•	•	•
Under \$1.10	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Under \$1.15	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4
Under \$1.20	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
Under \$1.25	•	•	•	•	•	•	•	•	•	•
Under \$1.30	•	•	•	•	•	•	•	•	•	•
Under \$1.35	11.4	11.4	11.4	11.4	11.4	11.4	11.4	11.4	11.4	11.4
Under \$1.40	15.1	15.1	15.1	15.1	15.1	15.1	15.1	15.1	15.1	15.1
Under \$1.45	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4	48.4
Under \$1.50	•	•	•	•	•	•	•	•	•	•
Under \$1.55	•	•	•	•	•	•	•	•	•	•
Under \$1.60	31.8	31.8	31.8	31.8	31.8	31.8	31.8	31.8	31.8	31.8
Under \$1.65	35.4	35.4	35.4	35.4	35.4	35.4	35.4	35.4	35.4	35.4
Under \$1.70	51.7	51.7	51.7	51.7	51.7	51.7	51.7	51.7	51.7	51.7
Under \$1.75	•	•	•	•	•	•	•	•	•	•
Under \$1.80	•	•	•	•	•	•	•	•	•	•
Under \$1.85	•	•	•	•	•	•	•	•	•	•
Under \$1.90	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5	50.5
Under \$1.95	52.4	52.4	52.4	52.4	52.4	52.4	52.4	52.4	52.4	52.4
Under \$2.00	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0	58.0
Under \$2.05	62.9	62.9	62.9	62.9	62.9	62.9	62.9	62.9	62.9	62.9
Under \$2.10	67.4	67.4	67.4	67.4	67.4	67.4	67.4	67.4	67.4	67.4
Under \$2.15	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5	71.5
Under \$2.20	74.7	74.7	74.7	74.7	74.7	74.7	74.7	74.7	74.7	74.7
Under \$2.25	78.1	78.1	78.1	78.1	78.1	78.1	78.1	78.1	78.1	78.1
Under \$2.30	81.5	81.5	81.5	81.5	81.5	81.5	81.5	81.5	81.5	81.5
Under \$2.35	84.8	84.8	84.8	84.8	84.8	84.8	84.8	84.8	84.8	84.8
Under \$2.40	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2
Under \$2.45	90.9	90.9	90.9	90.9	90.9	90.9	90.9	90.9	90.9	90.9
Under \$2.50	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	53.7	53.7	53.7	53.7	53.7	53.7	53.7	53.7	53.7	53.7
Number of employees in thousands	42.07	41.97	41.93	42.13	42.13	41.77	41.98	42.17	42.13	42.13

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Non-Federal hospitals: Cumulative percent distribution of manufacturing employees by average straight-time hourly earnings, United States

¹ Earnings data include separate payments for work on late shifts but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of non-cash benefits or other non-cash items provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

U.S. Department of Labor, Bureau of Labor Statistics

Table 47. Matched Hospitals Hourly Earnings and Weekly Hours of Work, United States and Regions

(Non-Federal hospitals. Percent distribution of nonpermanently employed employees by average straight-time hourly earnings¹ and weekly hours of work in hospitals which were included in both the 1966 and 1969 surveys and average degree of wage impact of minimum wage July 1966 and March 1969.)

Item	United States		Northeast		South		North Central		West	
	1966	1969	1966	1969	1966	1969	1966	1969	1966	1969
Average hourly earnings ²										
Under \$1.00	1.1	•	•	•	10.1	•	1.3	•	•	•
\$1.00 and under \$1.10	2.8	•	•	•	7.2	•	2.7	•	•	•
\$1.10 and under \$1.20	6.7	•	•	•	18.8	•	6.4	•	•	•
\$1.20 and under \$1.30	9.8	•	•	•	18.6	•	11.8	•	•	•
\$1.30 and under \$1.40	9.8	•	•	•	16.2	•	11.8	•	•	•
\$1.40 and under \$1.50	9.8	•	•	•	16.2	•	11.8	•	•	•
\$1.50 and under \$1.60	21.4	•	•	•	11.1	•	10.8	•	•	•
\$1.60 and under \$1.70	22.6	•	•	•	11.1	•	10.8	•	•	•
\$1.70 and under \$1.80	22.6	•	•	•	11.1	•	10.8	•	•	•
\$1.80 and under \$1.90	22.6	•	•	•	11.1	•	10.8	•	•	•
\$1.90 and under \$2.00	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.00 and under \$2.10	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.10 and under \$2.20	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.20 and under \$2.30	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.30 and under \$2.40	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.40 and under \$2.50	22.6	•	•	•	11.1	•	10.8	•	•	•
\$2.50 or more	22.6	•	•	•	11.1	•	10.8	•	•	•
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average hourly earnings ³	\$1.99	\$2.62	\$2.16	\$2.80	\$1.63	\$2.23	\$1.93	\$2.60	\$2.55	\$2.96
Average degree of impact ⁴										
Under \$1.00	•	•	•	•	•	•	•	•	•	•
\$1.00 and under \$1.10	•	•	•	•	•	•	•	•	•	•
\$1.10 and under \$1.20	•	•	•	•	•	•	•	•	•	•
\$1.20 and under \$1.30	•	•	•	•	•	•	•	•	•	•
\$1.30 and under \$1.40	•	•	•	•	•	•	•	•	•	•
\$1.40 and under \$1.50	•	•	•	•	•	•	•	•	•	•
\$1.50 and under \$1.60	•	•	•	•	•	•	•	•	•	•
\$1.60 and under \$1.70	•	•	•	•	•	•	•	•	•	•
\$1.70 and under \$1.80	•	•	•	•	•	•	•	•	•	•
\$1.80 and under \$1.90	•	•	•	•	•	•	•	•	•	•
\$1.90 and under \$2.00	•	•	•	•	•	•	•	•	•	•
\$2.00 and under \$2.10	•	•	•	•	•	•	•	•	•	•
\$2.10 and under \$2.20	•	•	•	•	•	•	•	•	•	•
\$2.20 and under \$2.30	•	•	•	•	•	•	•	•	•	•
\$2.30 and under \$2.40	•	•	•	•	•	•	•	•	•	•
\$2.40 and under \$2.50	•	•	•	•	•	•	•	•	•	•
\$2.50 or more	•	•	•	•	•	•	•	•	•	•
Total	•	•	•	•	•	•	•	•	•	•
Weekly hours of work										
Under 15	1.4	•	•	•	•	•	•	•	•	•
15 and under 16	12.0	•	•	•	•	•	•	•	•	•
16 and under 17	12.0	•	•	•	•	•	•	•	•	•
17 and under 18	12.0	•	•	•	•	•	•	•	•	•
18 and under 19	12.0	•	•	•	•	•	•	•	•	•
19 and under 20	12.0	•	•	•	•	•	•	•	•	•
20 and under 21	12.0	•	•	•	•	•	•	•	•	•
21 and under 22	12.0	•	•	•	•	•	•	•	•	•
22 and under 23	12.0	•	•	•	•	•	•	•	•	•
23 and under 24	12.0	•	•	•	•	•	•	•	•	•
24 and under 25	12.0	•	•	•	•	•	•	•	•	•
25 and under 26	12.0	•	•	•	•	•	•	•	•	•
26 and under 27	12.0	•	•	•	•	•	•	•	•	•
27 and under 28	12.0	•	•	•	•	•	•	•	•	•
28 and under 29	12.0	•	•	•	•	•	•	•	•	•
29 and under 30	12.0	•	•	•	•	•	•	•	•	•
30 and under 31	12.0	•	•	•	•	•	•	•	•	•
31 and under 32	12.0	•	•	•	•	•	•	•	•	•
32 and under 33	12.0	•	•	•	•	•	•	•	•	•
33 and under 34	12.0	•	•	•	•	•	•	•	•	•
34 and under 35	12.0	•	•	•	•	•	•	•	•	•
35 and under 36	12.0	•	•	•	•	•	•	•	•	•
36 and under 37	12.0	•	•	•	•	•	•	•	•	•
37 and under 38	12.0	•	•	•	•	•	•	•	•	•
38 and under 39	12.0	•	•	•	•	•	•	•	•	•
39 and under 40	12.0	•	•	•	•	•	•	•	•	•
40 and under 41	12.0	•	•	•	•	•	•	•	•	•
41 and under 42	12.0	•	•	•	•	•	•	•	•	•
42 and under 43	12.0	•	•	•	•	•	•	•	•	•
43 and under 44	12.0	•	•	•	•	•	•	•	•	•
44 and under 45	12.0	•	•	•	•	•	•	•	•	•
45 and under 46	12.0	•	•	•	•	•	•	•	•	•
46 and under 47	12.0	•	•	•	•	•	•	•	•	•
47 and under 48	12.0	•	•	•	•	•	•	•	•	•
48 and under 49	12.0	•	•	•	•	•	•	•	•	•
49 and under 50	12.0	•	•	•	•	•	•	•	•	•
50 and under 51	12.0	•	•	•	•	•	•	•	•	•
51 and under 52	12.0	•	•	•	•	•	•	•	•	•
52 and under 53	12.0	•	•	•	•	•	•	•	•	•
53 and under 54	12.0	•	•	•	•	•	•	•	•	•
54 and under 55	12.0	•	•	•	•	•	•	•	•	•
55 and under 56	12.0	•	•	•	•	•	•	•	•	•
56 and under 57	12.0	•	•	•	•	•	•	•	•	•
57 and under 58	12.0	•	•	•	•	•	•	•	•	•
58 and under 59	12.0	•	•	•	•	•	•	•	•	•
59 and under 60	12.0	•	•	•	•	•	•	•	•	•
60 and under 61	12.0	•	•	•	•	•	•	•	•	•
61 and under 62	12.0	•	•	•	•	•	•	•	•	•
62 and under 63	12.0	•	•	•	•	•	•	•	•	•
63 and under 64	12.0	•	•	•	•	•	•	•	•	•
64 and under 65	12.0	•	•	•	•	•	•	•	•	•
65 and under 66	12.0	•	•	•	•	•	•	•	•	•
66 and under 67	12.0	•	•	•	•	•	•	•	•	•
67 and under 68	12.0	•	•	•	•	•	•	•	•	•
68 and under 69	12.0	•	•	•	•	•	•	•	•	•
69 and under 70	12.0	•	•	•	•	•	•	•	•	•
70 and under 71	12.0	•	•	•	•	•	•	•	•	•
71 and under 72	12.0	•	•	•	•	•	•	•	•	•
72 and under 73	12.0	•	•	•	•	•	•	•	•	•
73 and under 74	12.0	•	•	•	•	•	•	•	•	•
74 and under 75	12.0	•	•	•	•	•	•	•	•	•
75 and under 76	12.0	•	•	•	•	•	•	•	•	•
76 and under 77	12.0	•	•	•	•	•	•	•	•	•
77 and under 78	12.0	•	•	•	•	•	•	•	•	•
78 and under 79	12.0	•	•	•	•	•	•	•	•	•
79 and under 80	12.0	•	•	•	•	•	•	•	•	•
80 and under 81	12.0	•	•	•	•	•	•	•	•	•
81 and under 82	12.0	•	•	•	•	•	•	•	•	•
82 and under 83	12.0	•	•	•	•	•	•	•	•	•
83 and under 84	12.0	•	•	•	•	•	•	•	•	•
84 and under 85	12.0	•	•	•	•	•	•	•	•	•
85 and under 86	12.0	•	•	•	•	•	•	•	•	•
86 and under 87	12.0	•	•	•	•	•	•	•	•	•
87 and under 88	12.0	•	•	•	•	•	•	•	•	•
88 and under 89	12.0	•	•	•	•	•	•	•	•	•
89 and under 90	12.0	•	•	•	•	•	•	•	•	•
90 and under 91	12.0	•	•	•	•	•	•	•	•	•
91 and under 92	12.0	•	•	•	•	•	•	•	•	•
92 and under 93	12.0	•	•	•	•	•	•	•	•	•
93 and under 94	12.0	•	•	•	•	•	•	•	•	•
94 and under 95	12.0	•	•	•	•	•	•	•	•	•
95 and under 96	12.0	•	•	•	•	•	•	•	•	•
96 and under 97	12.0	•	•	•	•	•	•	•	•	•
97 and under 98	12.0	•	•	•	•	•	•	•	•	•
98 and under 99	12.0	•	•	•	•	•	•	•	•	•
99 and under 100	12.0	•	•	•	•	•	•	•	•	•
100 and over	12.0	•	•	•	•	•	•	•	•	•
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours	37.4	46.2	36.9	35.5	36.8	32.6	36.5	36.4	32.2	36.7
Aggregate hours (in thousands)	21,469.8	25,066.5	7,174.9	6,201.4	5,711.1	6,235.1	5,176.4	6,220.1	5,202.2	5,670.0
Number of employees	573,692	602,726	192,376	231,224	147,153	180,093	133,114	175,309	83,047	105,541
Number of hospitals	1,008	•	•	•	•	•	•	•	•	•

¹ Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to the basic wage.

² Figure for 1966 relates to impact of \$1.00 minimum wage on weekly wage bill; figure for 1969 relates to impact of \$1.45 minimum wage on weekly wage bill.

³ Less than 0.05 percent.

⁴ NUTG; because of rounding, sums of individual items may not equal 100.

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 48. Matched Hospitals: Hourly Earnings and Weekly Hours of Work, by Wage Impact Group

Non-Federal Hospitals: Percent distribution of nonmanagement employees by average straight-time hourly earnings, and weekly hours of work in hospitals which were included in both the 1964 and 1969 surveys (classified by degree of wage impact of \$1.00 minimum wage as of July 1964, United States, July 1964 and March 1969)

Item	Total		Hospitals with						High wage impact	
	1969	1964	New wage impact		Low wage impact		Medium wage impact		1964	1969
Average hourly earnings¹										
Under \$1.00	3.1	4	-	2.3	4	22.2	3.1	19.1	19.1	19.1
\$1.00 and under \$1.15	2.8	4	1.2	3.1	4	13.2	3.1	19.1	19.1	19.1
\$1.15 and under \$1.30	6.7	4	8.0	3.1	4	11.7	3.1	19.1	19.1	19.1
\$1.30 and under \$1.45	6.7	4	9.2	3.1	4	11.7	3.1	19.1	19.1	19.1
\$1.45 and under \$1.60	6.7	4	9.2	3.1	4	11.7	3.1	19.1	19.1	19.1
\$1.60 and under \$1.75	23.3	17.2	28.1	17.2	16.8	12.2	22.2	19.1	19.1	19.1
\$1.75 and under \$2.00	22.6	26.3	24.2	13.6	24.7	12.2	22.2	19.1	19.1	19.1
\$2.00 and under \$2.50	22.1	47.3	22.6	12.3	34.8	1.7	2.7	19.1	19.1	19.1
\$2.50 or more	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	\$1.99	\$2.62	\$2.09	\$2.73	\$2.72	\$1.37	\$2.36	\$1.28	\$1.37	\$1.37
Average weekly earnings¹										
Average degree of impact	1.1	-	-	1.1	1.1	2.3	2.3	2.3	2.3	2.3
Percentage range of impact										
Weekly hours of work										
Under 15	3.4	4.3	3.5	3.1	3.1	3.1	3.1	3.1	3.1	3.1
15 and under 35	12.3	13.2	12.2	12.2	12.2	12.2	12.2	12.2	12.2	12.2
35 and under 40	23.5	23.0	23.5	23.5	23.5	23.5	23.5	23.5	23.5	23.5
Over 40 and including 44	3.4	2.0	4.3	2.0	3.1	1.8	2.3	2.2	2.2	2.2
Over 44 and including 48	1.4	1.2	1.7	1.1	1.2	1.0	1.2	1.0	1.0	1.0
Over 48	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total	37.4	36.2	37.3	36.1	37.2	37.3	37.3	37.3	37.3	37.3
Average weekly hours										
Aggregate hours (in thousands)	21,403.8	26,666.5	19,371.5	19,176.2	21,866.3	11,874	11,863.6	11,863.6	11,863.6	11,863.6
Number of employees	873,002	692,726	419,795	509,162	759,063	313,371	21,343	21,343	21,343	21,343
Number of hospitals	1,096	-	111	111	111	111	111	111	111	111

¹ Earnings data include separate payments for work on later shifts but exclude premium pay for overtime and for work on weekends and holidays as well as the value of equity, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 49. Hourly Earnings: Hospitals in Which No Employees Were Paid Less Than \$1.40 an Hour in October 1966, by Type of Ownership, United States and Regions

Average hourly earnings ¹	United States									
	Non-Federal hospitals					Federal hospitals				
	Non-Federal hospitals	Non-Federal hospitals	Non-Federal hospitals	Non-Federal hospitals	Non-Federal hospitals	Federal hospitals	Federal hospitals	Federal hospitals	Federal hospitals	Federal hospitals
	Total	Private	Government	Total	Private	Government	Total	Private	Government	Total
Under \$1.10	21	21	21	21	21	21	21	21	21	21
Under \$1.15	26	26	26	26	26	26	26	26	26	26
Under \$1.20	121	121	121	121	121	121	121	121	121	121
Under \$1.25	246	246	246	246	246	246	246	246	246	246
Under \$1.30	246	246	246	246	246	246	246	246	246	246
Under \$1.35	246	246	246	246	246	246	246	246	246	246
Under \$1.40	246	246	246	246	246	246	246	246	246	246
Under \$1.45	246	246	246	246	246	246	246	246	246	246
Under \$1.50	246	246	246	246	246	246	246	246	246	246
Under \$1.55	246	246	246	246	246	246	246	246	246	246
Under \$1.60	246	246	246	246	246	246	246	246	246	246
Under \$1.65	246	246	246	246	246	246	246	246	246	246
Under \$1.70	246	246	246	246	246	246	246	246	246	246
Under \$1.75	246	246	246	246	246	246	246	246	246	246
Under \$1.80	246	246	246	246	246	246	246	246	246	246
Under \$1.85	246	246	246	246	246	246	246	246	246	246
Under \$1.90	246	246	246	246	246	246	246	246	246	246
Under \$1.95	246	246	246	246	246	246	246	246	246	246
Under \$2.00	246	246	246	246	246	246	246	246	246	246
Under \$2.05	246	246	246	246	246	246	246	246	246	246
Under \$2.10	246	246	246	246	246	246	246	246	246	246
Under \$2.15	246	246	246	246	246	246	246	246	246	246
Under \$2.20	246	246	246	246	246	246	246	246	246	246
Under \$2.25	246	246	246	246	246	246	246	246	246	246
Under \$2.30	246	246	246	246	246	246	246	246	246	246
Under \$2.35	246	246	246	246	246	246	246	246	246	246
Under \$2.40	246	246	246	246	246	246	246	246	246	246
Under \$2.45	246	246	246	246	246	246	246	246	246	246
Under \$2.50	246	246	246	246	246	246	246	246	246	246
Under \$2.55	246	246	246	246	246	246	246	246	246	246
Under \$2.60	246	246	246	246	246	246	246	246	246	246
Under \$2.65	246	246	246	246	246	246	246	246	246	246
Under \$2.70	246	246	246	246	246	246	246	246	246	246
Under \$2.75	246	246	246	246	246	246	246	246	246	246
Under \$2.80	246	246	246	246	246	246	246	246	246	246
Under \$2.85	246	246	246	246	246	246	246	246	246	246
Under \$2.90	246	246	246	246	246	246	246	246	246	246
Under \$2.95	246	246	246	246	246	246	246	246	246	246
Under \$3.00	246	246	246	246	246	246	246	246	246	246
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of hospitals (in thousands)	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4	1,615.4
Number of hospitals	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615
Average hourly earnings ¹	8.2	8.2	8.2	8.2	8.2	8.2	8.2	8.2	8.2	8.2

See footnote at end of table

SOURCE: U. S. Department of Labor, Bureau of Labor Statistics

Table 40. Hourly Earnings: Hospitals in Which No Employees Were Paid Less Than \$1.40 an Hour in October 1968,
by Type of Ownership, United States and Regions—Continued

Average hourly earnings ¹	North Central				West			
	Non-Federal hospitals		Hospitals—		Non-Federal hospitals		Hospitals—	
	Non-Federal	Total non-Federal	State and local government	Non-Federal	Non-Federal	Total non-Federal	State and local government	Non-Federal
Under \$1.10	2.7	2.1	2.1	2.6	2.1	2.1	2.6	2.1
Under \$1.15	1.0	1.4	1.4	1.7	1.7	1.7	1.7	1.7
Under \$1.20	1.0	1.4	1.4	1.7	1.7	1.7	1.7	1.7
Under \$1.25	2.8	2.8	2.8	2.9	1.1	1.2	1.4	1.6
Under \$1.30	3.2	3.2	3.2	3.2	1.5	1.4	1.7	1.6
Under \$1.35	6.1	5.0	4.7	3.9	2.2	2.2	2.6	2.6
Under \$1.40	6.2	6.6	6.2	7.3	2.1	3.0	3.5	2.1
Under \$1.45	11.7	12.5	12.0	9.9	9.8	6.3	6.7	3.2
Under \$1.50	14.8	16.1	15.2	11.5	6.6	7.8	8.0	3.6
Under \$1.55	17.9	19.8	18.9	14.1	6.2	9.6	9.7	4.7
Under \$1.60	21.1	22.9	22.8	17.1	10.1	12.1	11.8	7.4
Under \$1.65	24.3	26.2	25.8	20.2	14.3	16.3	16.0	9.7
Under \$1.70	27.5	29.2	28.6	23.3	18.5	17.1	18.0	9.7
Under \$1.75	31.4	33.9	33.4	26.1	16.8	17.1	18.0	9.7
Under \$1.80	36.5	41.3	40.9	31.2	22.1	25.9	23.4	13.6
Under \$1.85	42.7	47.4	47.1	36.0	27.4	31.6	29.3	16.2
Under \$1.90	49.1	54.3	54.0	41.2	33.8	38.6	35.1	20.6
Under \$1.95	55.1	61.3	61.0	46.5	39.9	44.6	40.7	24.6
Under \$2.00	59.1	65.0	64.8	50.8	44.6	49.0	46.7	28.2
Under \$2.05	63.2	68.5	68.3	55.0	50.2	54.4	51.4	30.1
Under \$2.10	66.2	71.2	70.9	58.9	55.1	59.2	56.3	32.8
Under \$2.15	69.2	74.0	73.6	62.8	60.1	64.0	61.2	35.4
Under \$2.20	72.2	76.8	76.4	66.7	65.1	68.8	66.2	38.0
Under \$2.25	75.1	79.6	79.2	70.6	70.1	73.6	71.1	40.6
Under \$2.30	78.1	82.4	82.0	74.5	75.1	78.2	75.6	43.2
Under \$2.35	81.1	85.2	84.8	78.4	80.1	82.8	80.1	45.8
Under \$2.40	84.1	88.0	87.6	82.3	85.1	87.4	84.6	48.4
Under \$2.45	87.1	90.8	90.4	86.2	90.1	92.6	89.5	51.0
Under \$2.50	90.1	93.6	93.2	90.1	95.1	97.1	94.1	53.6
Under \$2.55	93.1	96.4	96.0	94.0	100.1	100.0	97.0	56.2
Under \$2.60	96.1	99.2	98.8	97.9	105.1	105.0	102.0	58.8
Under \$2.65	99.1	102.0	101.6	101.8	110.1	110.0	107.0	61.4
Under \$2.70	102.1	104.8	104.4	105.7	115.1	115.0	112.0	64.0
Under \$2.75	105.1	107.6	107.2	109.6	120.1	120.0	117.0	66.6
Under \$2.80	108.1	110.4	110.0	113.5	125.1	125.0	122.0	69.2
Under \$2.85	111.1	113.2	112.8	117.4	130.1	130.0	127.0	71.8
Under \$2.90	114.1	116.0	115.6	121.3	135.1	135.0	132.0	74.4
Under \$2.95	117.1	118.8	118.4	125.2	140.1	140.0	137.0	77.0
Under \$3.00	120.1	121.6	121.2	129.1	145.1	145.0	142.0	79.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	492.4	524.9	517.7	136.4	453.2	179.1	147.1	14.2
Number of hospitals	1,316	889	836	310	1,000	839	161	253
Average hourly earnings ¹	4.2, 5.3	4.2, 5.0	4.2, 5.1	4.2, 5.4	4.2, 4.7	4.2, 4.7	4.2, 4.7	4.2, 4.7

¹ Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sum of individual items may not equal totals.

5. *Self-reported hospitalizations* Current use of cigarette was ascertained by average of two hospitalizations for cigarette use in the past 12 months.

Information

U. S. Department of Labor, Bureau of Labor Statistics

[illegible]

1. The first step in the process of developing a business plan is to conduct a thorough market research. This involves identifying the target market, understanding their needs and preferences, and analyzing the competitive landscape. Market research can be conducted through various methods, including surveys, interviews, and focus groups.

$$\frac{1}{\Gamma(\alpha)} \int_0^t (t-\tau)^{\alpha-1} \frac{d}{d\tau} \left(\frac{1}{\Gamma(\beta)} \int_0^\tau (\tau-s)^{\beta-1} \frac{d}{ds} \left(\frac{1}{\Gamma(\gamma)} \int_0^s (s-u)^{\gamma-1} \frac{d}{du} \left(\frac{1}{\Gamma(\delta)} \int_0^u (u-v)^{\delta-1} \frac{d}{dv} f(v) dv \right) du \right) ds \right) d\tau = f(t).$$

None. Future is bright, just. Another year has passed, a year of growth, a year of learning, a year of discovery. A year of many firsts, a year of many challenges, a year of many triumphs. A year of many memories, a year of many lessons, a year of many dreams. A year of many hopes, a year of many dreams, a year of many dreams.

to 1.74 eV. The low absorption coefficient was observed in the